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TRIBUNALS
JUDICIARY

EMPLOYMENT TRIBUNALS (England & Wales) and (Scotland)

HELP FOR USERS

Sources

The guidance given to Employment Tribunal users during the pandemic can be found [on the Courts and Tribunals Judiciary website](#), including:

- Joint Presidential Guidance (18 March 2020)
- Amended Joint Presidential Direction (24 March 2020)
- Joint FAQs (3 April 2020)

General position as at 8 April 2020

Most but not all ET Offices in England and Wales are open to the public and judicial office holders. The remainder (including all in Scotland) are partially staffed but closed to the public. The majority of our salaried Employment Judges are continuing to work from home with support provided by staff in their ET offices or working remotely. Leadership judges and our salaried EJs are covering the main ET centres on a rota basis.

All substantive i.e. contested full hearings up to 26 June 2020 have been postponed and have been converted to telephone case management hearings in accordance with the guidance set out above. Preliminary hearings and some final hearings are being conducted remotely. You will be able to discuss this during case management with your judge. Longer final hearings are usually being re-listed at the parties' request and there is growing confidence (and access to training) for the use of teleconferencing (using, for example, BTMeetMe) and Skype, Teams or Zoom. Glasgow and Cardiff are piloting Kinly (CVP) which is a virtual hearing room solution. A new recording mechanism (to add to those available through remote software applications) is expected to be available soon. Members of the public and representatives of the media who wish to access remote hearings may do so by following the instructions on daily lists which are currently being developed and will be operational soon.

Judges and users are able to consider greater reliance on alternative dispute resolution and active case management. There is growing interest in Judicial Mediations conducted remotely by telephone or electronic means and some use is

being made of Judicial Assessments in England & Wales (i.e. early neutral evaluation).

We will continue to prioritise urgent hearings and you should indicate straight away if your application is urgent and why by following the advice in our FAQs document. If you wish a particular remote method to be used for your hearing you should raise this during telephone case management.

15 April 2020