



SENIOR PRESIDENT
OF TRIBUNALS

Practice Direction authorising legal officers of the Employment Tribunals (England and Wales) and Employment Tribunals (Scotland) to carry out specified functions

1. This Practice Direction is made pursuant to regulation 10A(1) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 to authorise members of staff appointed as legal officers, to carry out functions of a judicial nature. The Lord Chancellor has approved this Practice Direction in accordance with section 7A of the Employment Tribunals Act 1996.
2. Having consulted the Presidents of the Employment Tribunals in England and Wales and in Scotland, I hereby authorise that a person appointed as a legal officer under regulation 10A(1) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 may determine such of the matters listed at regulation 10B(3) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 as the President of the Employment Tribunals in England and Wales or in Scotland shall specify from time to time, provided that the legal officer exercises the functions:
 - a. under the supervision of an Employment Judge; and
 - b. in accordance with any applicable guidance issued by the President of the Employment Tribunals in England and Wales, or in Scotland.
3. Under regulation 10A(2) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, within 14 days after the date on which a Tribunal sends notice of any decision made by a legal officer to a party, that party may apply in writing to the Tribunal for that decision to be considered afresh by an Employment Judge.

The Rt. Hon. Sir Keith Lindblom
Senior President of Tribunals
25th March 2021