

Frequently asked questions?

What is the time limit for bringing a claim in an Employment Tribunal?

In the majority of cases, there is a 3 month time limit to file an employment tribunal claim.

In many cases, a tribunal claim will not be accepted until a formal written grievance has been raised with the employer. There is usually a time limit of 3 months in which to do so. In some circumstances, this may extend the time limit for a further 3 months.

What are the compensation limits?

Compensation for discrimination claims such as race, sex, disability and age is unlimited.

The maximum award for unfair dismissal claims is up to £72,900.

The employment tribunal has the discretion to uplift compensation by up to 25% where the claim is successful and the employer has failed to follow the correct procedures in relation to the grievance, disciplinary or dismissal.

The employment tribunal may award between 2 and 4 weeks pay if the employer has failed to provide the employee with written particulars of employment (terms and conditions or a contract) within 2 months of the start date.

What length of service is needed to bring a claim in the Employment Tribunal?

In the majority of cases a minimum of 1 year's service is required to bring a claim.

One year's service is not required for asserting a statutory right such as entitlement to minimum holiday, minimum wage, maternity leave or requesting a contract of employment.

Is Dyslexia a disability?

Dyslexia, stress and depression are classed as disabilities under the Disability Discrimination Act.

Who can an employee take into a disciplinary meeting?

Employees have the right to be accompanied by a work colleague or Trade Union representative at any meeting regarding a grievance, disciplinary or dismissal.

How much holiday is an employee entitled to each year?

As a result of a recent change in the law, employees are now entitled to 28 days holiday per annum, including bank holidays.