



9-month average wait at employment tribunal

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Partner [Raoul Parekh](#), said coronavirus had exacerbated the issue as "tribunals were already in trouble due to a lack of resources. The shock caused by coronavirus means we are now at tipping point".

"The delays are bad for employees and bad for businesses: without effective enforcement of employment rights, employers who don't play by the rules are getting a free pass".

"The lack of resources at tribunals and the huge backlog has resulted in some recent claims not being listed for a hearing until March 2022, 21 months away".

"A lack of resources at tribunals is not only leading to long delays but also administrative mistakes. Last-minute cancellations of hearings and a lack of information about when evidence needs to be submitted before a hearing are becoming the norm. The delays are bad for employees and bad for businesses: without effective enforcement of employment rights, employers who don't play by the rules are getting a free pass".

"Yes, this is certainly a risk. Employment rights need effective enforcement if they are going to impact employer behaviour – and at the moment, that enforcement takes so long that it risks becoming non-existent".