



Could employment tribunal delays trigger more settlements?

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Ongoing delays to employment tribunal hearings could pressure employees into settling their cases rather than fighting for their desired outcome. In some regions employees may be waiting until 2022 for their hearing date. Although this challenge predates the pandemic, COVID-19 has impacted the backlog as many tribunal buildings are not operating to their full capacity due to social-distancing measures.

“It is likely to strengthen the bargaining hand of all employers as staff may want to settle rather than wait years to go to court,” said partner [Raoul Parekh](#). “Not only does it mean more people will settle who otherwise might have fought but they will also settle for less than they might have achieved,” he added.

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