The Telegraph

Eighteen month delay for Employment Tribunal claimants

The Telegraph - 29 July 2019

Employment tribunal claimants are waiting 18 months for their cases to be heard because of a backlog.

Research suggests that there is, on average, an eight month wait for cases to be heard.

Waiting times have increased for four years in a row, with pressure increasing since fees for taking a case to a tribunal were abolished in 2017, finds employment law firm GQ|Littler.

GQ|Littler notes restricted funding means the tribunals service is finding it difficult to employ enough front-line judicial and support staff to deal with the caseload, leading to growing delays.

The increase in waiting times is leaving employers facing uncertainty for months over the outcome of a claim, while workers are frustrated by the delay in dealing with their complaints, said the law firm.

Raoul Parekh, partner at GQ|Littler, said: "Many businesses facing an employment claim feel like they are operating under a cloud until that claim is dealt with. That's why it's important to get these claims dealt with quickly, but at current trend employment tribunals will soon reach breaking point.

"Eight-month delays are just not sustainable and can be very challenging for both parties involved. On this kind of timeline, it is not uncommon for key witnesses to leave, move to other roles or countries, and memories can also fade.

You can read the full article here.

© **2024 GQ|Littler** - Page 1/2

© **2024 GQ|Littler** - Page 2/2