# Reforming the Employment Tribunal System Consultation

The Government is seeking views on the issues to be considered when implementing the wider justice system reform principles in the Employment Tribunal system. Views from all users of the system are particularly welcome, and responses from representatives and advisors of individuals and business, the legal profession, non-legal members and the judiciary are particularly encouraged.

A copy of the consultation can be found at: <https://www.gov.uk/government/consultations/reforming-the-employment-tribunal-system>

You can also complete your response online through: <https://beisgovuk.citizenspace.com/lm/reforming-the-employment-tribunal-system>

Alternatively, you can e-mail or post the completed response form to:

Reforming the Employment Tribunal System Consultation
3 Abbey 1
Labour Market
Department for Business, Energy and Industrial Strategy
1 Victoria Street
London
SW1H 0ET

Email: ET-Reform-Consultation@beis.gov.uk

The closing date for the consultation is **20** **January 2017**.

Information provided in response to this consultation, including personal information, may be subject to publication or release to other parties or to disclosure in accordance with the access to information regimes. Please see the consultation document for further information.

If you want information, including personal data, that you provide to be treated as confidential, please explain to us below why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we shall take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department.

I want my response to be treated as confidential [ ]

Comments: Click here to enter text.

## Questions

Name: Click here to enter text.
Organisation (if applicable): Click here to enter text.
Address: Click here to enter text.

Telephone number: Click here to enter text.

Email address: Click here to enter text.

Please check a box from a list of options that best describes you as a respondent. This allows views to be presented by group type.

|  | Respondent type |
| --- | --- |
| [ ]  | Business representative organisation/trade body |
|[ ]  Central government |
|[ ]  Charity or social enterprise |
|[ ]  Individual |
|[ ]  Large business (over 250 staff) |
|[ ]  Legal representative |
|[ ]  Local government |
|[ ]  Medium business (50 to 250 staff) |
|[ ]  Micro business (up to 9 staff) |
|[ ]  Small business (10 to 49 staff) |
|[ ]  Trade union or staff association |
|[ ]  Other (please describe) Click here to enter text. |

### Questions

1. Do you agree that with the right system in place the specific needs of users of Employment Tribunals and the Employment Appeal Tribunal can be accommodated in a more digitally based system?

[ ]  Yes

[ ]  No

Comment: Click here to enter text.

2. What issues do you think need to be considered when deciding whether a claim would be suitable for online consideration? Please give reasons.

Comment: Click here to enter text.

3. What factors do you think should be taken into consideration when creating the scope to delegate judicial functions in Employment Tribunals and the Employment Appeal Tribunal? Please give reasons.

Comment: Click here to enter text.

4. Are there any specialist skills that a caseworker dealing with Employment Tribunals and the Employment Appeal Tribunal would need, distinct and different from those required for carrying our casework in other tribunals? Please give details

Comment: Click here to enter text.

5. Are there specific issues relating to Employment Tribunals and the Employment Appeal Tribunal that need to be taken into consideration in relation to making changes to the law regarding panel composition? Please give details

Comment: Click here to enter text.

6. What criteria should be used to determine the appointment of the new employment practitioner member of the Tribunal Procedure Committee? Please give reasons.

Comment: Click here to enter text.

7. Do you agree that the proposed legislative changes will provide sufficient flexibility to make sure that the specific features of Employment Tribunals and the Employment Appeal Tribunal can be appropriately recognised in the reformed justice system?

[ ]  Yes

[ ]  No

Please give reasons.

Comment: Click here to enter text.

8. Do you anticipate the impacts of the proposed reform to be disproportionately large for small or micro sized businesses? Please explain your answer, referring to evidence as necessary?

Comment: Click here to enter text.

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9. Do you agree that we have correctly identified the range of equalities impacts, as set out in the accompanying Equalities Impact Assessment, resulting from these proposals? Please give reasons.

[ ]  Yes

[ ]  No

Comment: Click here to enter text.

BEIS/16/39