Rule 6

T445 FORM 3

**Appeal from decision of employment tribunal/certification officer**

**Respondent’s Answer**

1. The respondent is (name and address of respondent).

2. Any communication relating to this appeal may be sent to the respondent at (respondent’s address for service, including email address and telephone number, if any – please state your preferred method of communication).

3. The respondent intends to resist the appeal of (here give the name of the appellant). The grounds on which the respondent will rely are [the grounds relied upon by the employment tribunal/Certification Officer for making the [judgment,] decision or order appealed from] [and] [the following grounds]:

(here set out any grounds which differ from those relied upon by the employment tribunal or Certification Officer, as the case may be).

4. The respondent cross–appeals from (here give particulars of the decision appealed from).

5. The respondent’s grounds of appeal are: (here state the grounds of appeal).

You must read and comply with the sections of the Appeal Tribunal Practice Direction relevant to each step you take in this appeal/application. You must also comply with the overriding objective and communicate with the Appeal Tribunal and other party or parties in a respectful and appropriate manner.

Signed

Date