


How To Avoid Employment Tribunals

From a HR perspective this is easy, however sometimes things go wrong long before HR are made aware of the issue. This can make the process more costly and painful for everyone involved.

While it isn't possible to guarantee you will never be taken to tribunal, making sure the risk is so small is a simple matter of good policy and even better practice. Here are a few tips to make sure you don't end up in tribunal.



With the change in the law now not requiring the complainant to have to pay a fee to raise a claim has meant a significant increase in the number of claims being brought to ACAS and tribunal. The time it can take to get to a hearing can be over 2 years. This time and financial implications are immense, so finding ways to reduce the potential of any such claim will be well worth the initial effort.

PREVENTION IS BETTER THAN CURE

The first thing to remember is that in most cases Tribunals are only necessary when an employee feels like they have been treated unfairly or unjustly by you or one of your managers.

Below are some of the reasons disgruntled employees decided to take legal action against you.

Ensure you have the right documentation in place and review it regularly.



I know this sounds simple and to be honest, **IT IS!!!!**. The problem is getting the process up and running and maintaining it over time.

The issues from my experience seems to be that when things are going well the process can slip if not monitored, and it is only when issue start to arise that the process is restarted..... and therein lies the problem.

If you would like some help putting in place a process to mitigate the risk of tribunal cases, please take a look at our website www.fantastichr.co.uk and drop me a line David@fantastichr.co.uk and we can discuss how Fantastic HR can add value to your business.