

Week 11

Employment Tribunal

Lecture 11

Employment Tribunal

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Lecture learning outcomes

At the end of the lecture, you will be able to:

1. learn employment tribunal
2. learn claim cases at employment tribunal

1. Learning employment tribunal

Employment tribunals are not as formal as a court but they must follow the correct. rules of procedure in the same way as a normal court. Employment tribunals:

- hear cases on matters of employment.
- encourage both parties to reach agreement before a case is heard.
- deal cases in the areas of employment, for example, discrimination at work, unfair dismissal, breaches of health and safety regulations, payment and redundancy claims.
- have the power to make decisions.

2. Learning claim cases at employment tribunal

- You have suffered a detriment or have been dismissed on the grounds of pregnancy
- You have suffered a detriment or have been dismissed as a result of your employer's failure to pay the minimum wage.
- You have suffered a detriment or have been dismissed as a result of your employer's refusal to allow your trade union to attend the disciplinary hearing.
- You have a complaint based upon breach of contract