Imminent changes designed to streamline the conduct of employment disputes

With the coronavirus pandemic likely to intensify the backlog of employment tribunal claims, the Government has announced a raft of the changes designed to streamline the conduct of disputes and improve capacity within the tribunal system.

NO BREACH OF PRIVACY WHEN EMPLOYEE DISMISSED USING MATERIAL FOUND ON HIS MOBILE PHONE

The Claimant, Mr Garamukanwa, was employed by Solent NHS Trust as a clinical manager. He was involved in a personal relationship with a female colleague which ended.

An employee dismissed for lack of appropriate right to

work documents should have been given a right of appeal

An employee who was dismissed for failing to provide evidence of his right to work should have been given the right to appeal against his dismissal.

Employment Tribunal awards increased from April 2018

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The level of certain awards which can be awarded by Employment Tribunals will increase from 6 April 2018.

Each April, compensation limits for Employment Tribunal cases increase in line with the Retail Price Index.

The maximum limit on a week’s pay (which is important for the calculation of redundancy pay, unfair dismissal basic awards, and holiday pay, among other things) will increase from **£489 to £508**.

The maximum basic award for unfair dismissals will rise from **£14,670 to £15,240**, whilst the statutory cap on the unfair dismissal compensatory award will increase from **£80,541 to £83,682**.

Employment Rights (Increase of Limits) Order 2018 (SI 2018/194)

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