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Early Conciliation
15 July 2014


Overview



- Purpose of Early Conciliation
- Past experience
 - Statutory Dispute Resolution Procedures
 - Pre Claim Conciliation
- What is Early Conciliation?
- Early Conciliation in practice
- What does the future hold?

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Early Conciliation in practice (1)




Purpose of Early Conciliation:

- Early Resolution of Workplace Disputes which is fair and equitable for both sides
- If there is an Employment Tribunal it is simplified and user friendly
- Help businesses feel more confident about hiring people

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Early Conciliation in practice (2)

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- UNISON pilot
- MOJ Consultation on Fees

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Early Conciliation in practice (3)

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In force – 6th May 2014

3 Steps:

- (i) Prospective Claimant completes Early Conciliation Notification Form (ECNF)
- (ii) ACAS contacts prospective Claimant
- (iii) ACAS issues Early Conciliation Certification

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Early Conciliation in practice (4)


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- Issues:

1. The form
 - Basic information
 - If more than one Respondent
 - Union representation
2. Contact
 - Past research employees experience
 - Employees knowledge
 - Voluntary
3. Time limits

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Early Conciliation in practice (5)



- Two year qualification period
- Cap on compensation
- Fees

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Early Conciliation in practice (6)



- Improvements for the future
- Committed conciliation
- Involvement of Unions

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Conclusion



- LELR
- www.Thompsons.law.co.uk

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