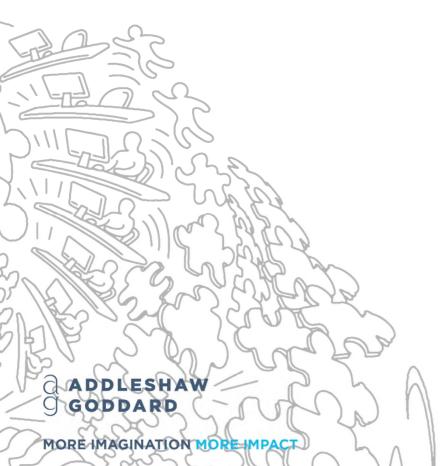
ALTERNATIVE DISPUTE RESOLUTION IN EMPLOYMENT TRIBUNALS

OUR HANDY SHORT-FORM TABLE SETS OUT THE KEY ESSENTIALS



| Method of ADR Which cases does it apply to? When will it take place? Must the parties consent? Facilitative or Evaluative ACAS conciliation All cases Ongoing throughout the life of the claim Yes Facilitative Judicial assessment All cases Usually takes place by video or telephone but may take place in person Yes Evaluative Judicial mediation Cases listed for three days or more Usually takes place by video or telephone but may take place in person Yes Facilitative (unless parties agree it can be evaluative) Generally listed for 2- Generally listed for 2- Cases listed for 2- Cases listed for 2- | | | | | |
|--|--------------------|-----------|---|------------------------|----------------------|
| Judicial assessment All cases Likely at the end of a preliminary hearing Usually takes place by video or telephone but may take place in person Generally listed for one day early in the proceedings Usually takes place by video or telephone but may take place in person Generally listed for one day early in the proceedings Usually takes place by video or telephone but may take place by video or telephone but may take place in person Generally listed for 2- Generally listed for 2- | Method of ADR | | | | |
| Judicial assessment All cases Usually takes place by video or telephone but may take place in person Generally listed for one day early in the proceedings Usually takes place by video or telephone but may take place in person Facilitative (unless parties agree it can be evaluative) Generally listed for 2- | ACAS conciliation | All cases | | Yes | Facilitative |
| Judicial mediation Cases listed for three days or more Cases listed for three by video or telephone but may take place in person Generally listed for 2- | | All cases | Usually takes place by video or telephone but may take place in | Yes | Evaluative |
| | Judicial mediation | | one day early in the proceedings Usually takes place by video or telephone but may take place in | Yes | parties agree it can |
| Dispute resolution appointment Cases listed for six days or more Usually takes place by video or telephone but may be held in person. Evaluative parties' consent | | | 3 hours after witness statements have been exchange Usually takes place by video or telephone but may be held in | order this without the | Evaluative |



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