



EMPLOYMENT APPEAL TRIBUNAL

Provisional Arrangements during Covid-19 Pandemic

In light of the latest Government measures to combat the Coronavirus pandemic, the Employment Appeal Tribunal will not be in a position to hold any hearings in the immediate short term and will be operationally severely restricted for the time being. During this period, and until further notice, the following measures will apply.

- 1 All hearings in the Employment Appeal Tribunal, whether in London or Edinburgh, which were listed to take place up to and including 15 April 2020, are postponed. To be clear, this applies to all types of hearing, and the EAT will not be in a position for the moment to conduct hearings either in person or by remote communication. The President or a Judge of the EAT may, however, issue directions via remote communication in respect of a particular case should it be deemed necessary for reasons of urgency.
- 2 The time limits for instituting appeals, and the requirements for the proper and effective institution of an appeal, remain as set out in the EAT's Rules and Practice Direction. Copies of these, and guidance in relation to them, are available at <https://www.gov.uk/appeal-employment-appeal-tribunal>. During this period of restriction, Notices of Appeal and accompanying documents must be sent by email in all cases. Please note the limit on email attachment size when doing so.
- 3 During this period, the EAT will not be in a position to respond immediately to telephone enquiries. Parties should anticipate that it may take appreciably longer for the EAT administration to respond to communications than usual.
- 4 It is anticipated that a further announcement will be made before 10 April 2020 including as to whether these restrictions will extend beyond this initial period and/or with an update regarding arrangements for hearings taking place thereafter.
- 5 When hearings resume, they will initially be conducted exclusively by telephone, Skype or some other form of video link. Parties should anticipate that the EAT staff may request remote contact details, or other assistance, to enable the relisting of hearings by these methods to be facilitated wherever possible.
- 6 These measures may be subject to change, depending on Government advice, and the ability of the EAT to hold hearings, including remote hearings by telephone, Skype or some other form of video link.

The Hon. Mr Justice Choudhury
President
Employment Appeal Tribunal
25 March 2020