



Employment Grievances - What To Do Before Making An Employment Tribunal Claim

No matter what your job, **things can go wrong at work**. In some cases if you cannot resolve the situation informally or through a formal grievance you may be able to bring an Employment Tribunal claim.

Problems at work can include:

- Pay, bonuses and terms and conditions
- Difficult relationships with colleagues
- Discrimination
- Employers not complying with statutory employment rights

In most cases you should first try to resolve a problem informally at work by talking to your employer. If this approach doesn't work the next step is to raise a formal grievance using your employer's grievance procedure.

Grievances

Your employer's grievance procedure, and other policies and procedures, may be found in:

- Your company handbook
- Your company HR intranet site
- Your employment contract

In addition the Acas (Advisory, Conciliation and Arbitration Service) Code of Practice sets out the procedure you and your employer should follow during the grievance process.

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This would usually include:

- Writing a letter to your employer setting out your grievance
- A meeting with your employer
- Your employer offering you the right to appeal against its decision

If these measures do not get results then depending on the nature of the grievance you may be able to make a claim to an Employment Tribunal.

If you are intending to bring a claim it is always helpful to seek specialist advice from professionals like Simpson Millar LLP Solicitors who have expertise in this field. We can advise you on:

- The types of issue that Employment Tribunals have jurisdiction over
- The Employment Tribunal process
- The kind of evidence required to support your claim

We can also represent you throughout the entire process, from commencing your claim to the final hearing.

If you are thinking about bringing an employment law claim and are looking for a solicitor call our freephone helpline on:

T: 0808 129 3320

Got Legal Expenses Cover on your Home Insurance Policy?

It is important to note that if you have legal expenses cover on your home insurance policy you may be able to use this to fund the cost of instructing an employment law solicitor.

This guide contains information on current legal issues applicable at the time of printing. Note there may have been changes subsequently which have not been incorporated in to the material. This guide is intended for information purposes only and its content should not be applied to any particular set of facts or relied upon without legal or other professional advice. For further information on how we can help you please contact:

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