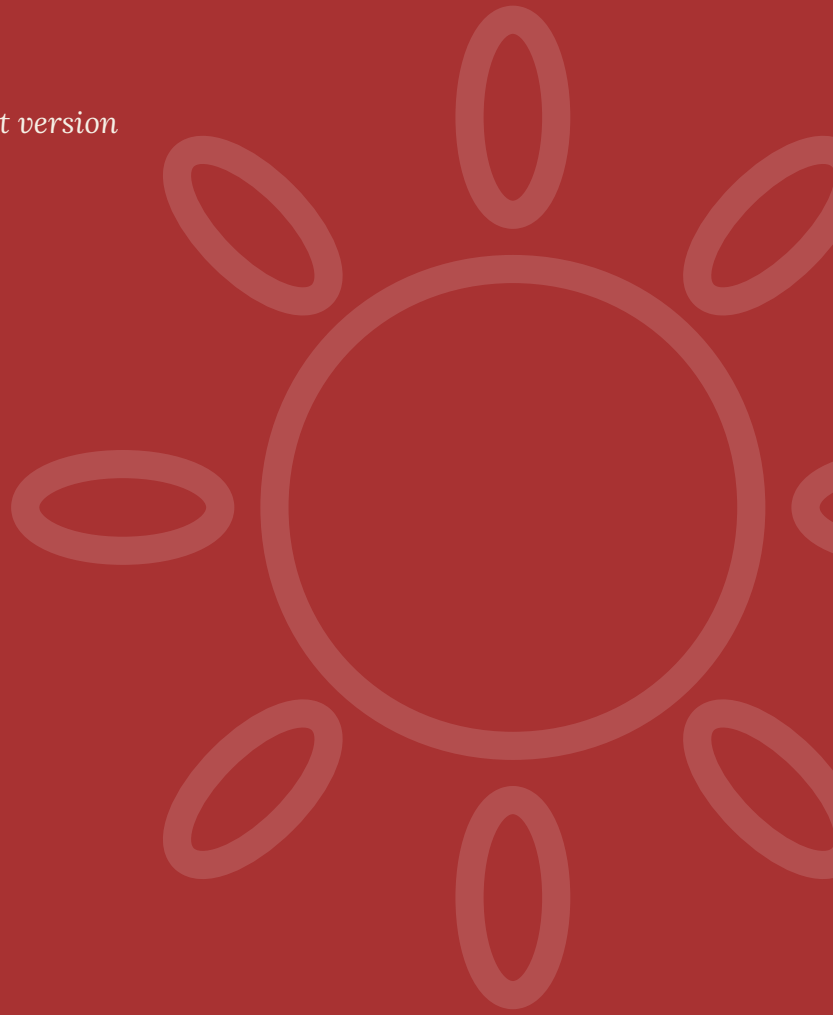


EMPLOYMENT TRIBUNAL

The 3 Checks Before You Start

Employment tribunal claims – the fast, honest version



Are you still in time?

Employment tribunal deadlines are unforgiving, and they start running from the day something happened — not from the day you get around to dealing with it.

3_{mo} -1d

Unfair dismissal & discrimination
from dismissal or the act complained of

3_{mo} -1d

Unpaid wages & whistleblowing
from the deduction or last detriment

6_{mo}

Redundancy pay disputes
the one exception to the standard rule

The one thing that changes it

Starting ACAS Early Conciliation pauses your deadline for as long as it runs, and guarantees you at least one calendar month from your certificate date to file — even if your original deadline would otherwise have passed. It doesn't buy you unlimited time, but it's far more forgiving than most people assume. Mini-guide 2 covers exactly how the mechanic works.

If in doubt, don't wait to be sure — start Early Conciliation today. It costs nothing and the clock only runs in your favour once it's started.

Do you have a genuine claim type?

“Employment tribunal claim” covers five distinct types of complaint. Most situations fit at least one — often more than one at once.

Unfair dismissal

Dismissed, and the reason or the process wasn't fair. Usually needs 2 years' service.

Discrimination

Treated worse because of a protected characteristic. No length-of-service requirement.

Unpaid wages & deductions

Money you're owed was withheld without lawful authority.

Redundancy pay disputes

Made redundant, and your employer disputes or hasn't paid what's owed.

Whistleblowing & protected disclosure

Mistreated after reporting wrongdoing in the public interest.

Not sure which applies? Run the free Eligibility Checker at startmyclaim.ai/employment-tribunal — it takes about two minutes.

Do you have evidence?

A genuine claim, brought in time, still needs something to stand on. Before you go further, see what you can already tick off:

☐ **Your contract or written statement of terms.**

Shows your start date, pay and role — the baseline everything else is measured against.

☐ **Payslips and the dismissal or grievance letter.**

The paper trail of what actually happened, in writing.

☐ **Messages, unedited.**

Emails, texts, Slack or Teams — especially anything touching on the reason you were treated the way you were.

☐ **Witnesses.**

Colleagues who saw or heard what happened, and what each one could confirm.

☐ **A dated timeline.**

Oldest first: what was said, what was done, who was there.

Three yeses? You're ready to start Early Conciliation with confidence. A couple of gaps? Start gathering now — it's far easier before memories fade than after.

Start Early Conciliation today

In time, a genuine claim type, and evidence to back it — that's the honest gate most claims need to clear. The next mandatory step is ACAS Early Conciliation, covered in full in mini-guide 2.

£0

The cost of starting Early Conciliation, and of submitting an ET1 once you have your certificate. Tribunal fees were abolished in 2017.

startmyclaim.ai/employment-tribunal — run the free Eligibility Checker and Deadline Checker, and start building your case whenever you're ready. No card required to start.

Start My Claim is self-service software from Vindivo Limited — not a law firm, not solicitors, and not a claims management company. This mini-guide is general information about the employment tribunal process in England and Wales, not legal advice about your individual circumstances.