

**2014 No. 847**

**EMPLOYMENT TRIBUNALS**

**The Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) (Amendment) Regulations 2014**

<i>Made</i>	- - - -	<i>27th March 2014</i>
<i>Laid before Parliament</i>		<i>28th March 2014</i>
<i>Coming into force</i>	- -	<i>20th April 2014</i>

The Secretary of State, in exercise of the powers conferred by sections 18A(1) and (11) and 41(4) of the Employment Tribunals Act 1996(a), makes the following Regulation.

**Citation and commencement**

1. These Regulations may be cited as the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) (Amendment) Regulations 2014 and come into force on 20th April 2014.

**Amendment to Schedule 1 to the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014**

2. In Schedule 1 to the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014(b), omit rule 4 and insert—

“4. If there is more than one prospective respondent, the prospective claimant must present a separate early conciliation form under rule 2 in respect of each respondent or, in the case of a telephone call made under rule 3, must name each prospective respondent.”.

27th March 2014

*David Willetts*  
Minister of State for Universities and Science  
Department for Business, Innovation and Skills

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(a) 1996 c. 17; by virtue of the Employment Rights (Dispute Resolution) Act 1998 (c. 8) industrial tribunals were renamed employment tribunals and references to “industrial tribunal” and “industrial tribunals” in any enactment were substituted with “employment tribunal” and “employment tribunals”. Section 18A was inserted into the Employment Tribunals Act 1996 by section 7 of the Enterprise and Regulatory Reform Act 2013 (c. 24).

(b) S.I. 2014/254.

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations amend the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014 to make it clear that the satisfaction of the requirement for early conciliation must be achieved in relation to each prospective respondent against whom a prospective claimant is considering instituting relevant proceedings.

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