



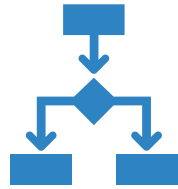
# 1D. What ACAS Can and Can't Do

# DISCLAIMER

The information on these slides is for general guidance only and is not legal advice. *It should not be regarded or relied upon as a complete or authoritative statement of the law.* The Law Clinic does not represent or warrant that the information on the website is accurate, complete or up to date.

Please see the full disclaimer available [here](#).

# What ACAS Can Do



**Explain the conciliation process.**



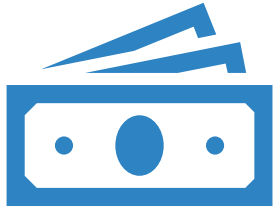
**Encourage the use of internal procedures**

Such as disciplinary and grievance procedures if available.



**Explain the way Tribunals set about making their decision and what things they take into account.**

# What ACAS Can Do

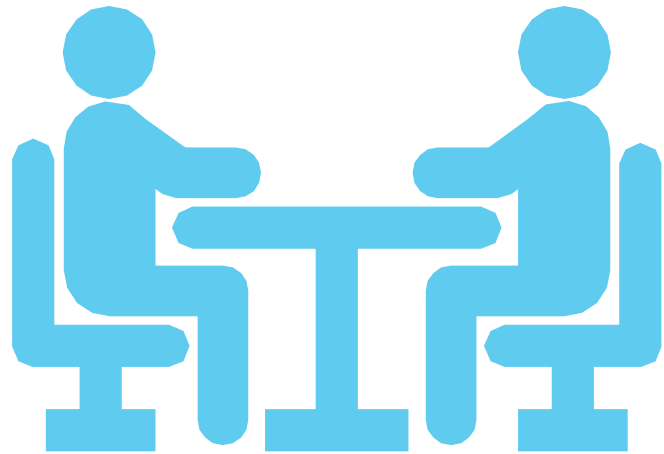


**Explain how Tribunals decide what to award.**



**Discuss the options available,**

For example the appointment of an independent arbitrator under the ACAS Arbitration scheme in appropriate cases.



## What ACAS Can Do

Help parties to understand how the other side views the issues.

Discuss any proposals either party has for a resolution.

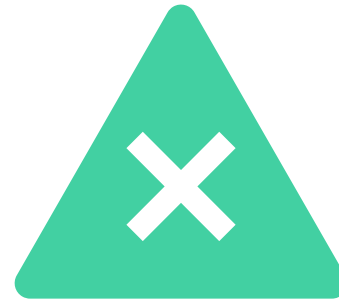
# What ACAS Can't and Won't Do

- ▶ Cannot know what the outcome of a Tribunal hearing would be if it went ahead.
- ▶ Cannot advise either side whether to accept or make any proposals for resolution.

# What ACAS Can't and Won't Do



Cannot take sides, represent either party or help prepare either a case for Tribunal or a defence to a claim.



Cannot take a view on the merits of a claim or advise whether a claim should be made.