



University of Strathclyde
LAW CLINIC

2A. Time Limits

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Time Limits



When making a claim to the Employment Tribunal there are strict time limits which must be adhered to.



“Time Bar” is sometimes used to refer to the time limit you have in order to bring a claim to the Employment Tribunal.



These time limits vary depending on the nature of your case.

Limitation Date



A claim to the Employment Tribunal (submitting your ET1) must usually be made within 3 months less 1 day.



This is commonly known as the 'limitation date'.



For example, if an employee wants to claim for unfair dismissal, they have 3 months less 1 day from the date their employment ended to make the claim.

Limitation Date

- ▶ It can sometimes be difficult to establish the date your employment ended.
- ▶ For example, you might have received a text from your boss saying you were dismissed and then a week later receive a formal letter saying you are now dismissed.
- ▶ **Therefore always assume the earliest date that you were told that you were being dismissed just to be safe!**

Early Conciliation and Time Limits

- ▶ ACAS must receive your early conciliation notification before the end of the limitation date, including during the coronavirus pandemic.
- ▶ For more information regarding how early conciliation affects Time limits please look at slideshows 1A-1B.

