



University of Strathclyde
LAW CLINIC

3C. ET3 Form

DISCLAIMER

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ET3 Form

- ▶ ET3 is the form that your employer/former employer will need to complete in response to your ET1.

ET3 Form



The Employment Tribunal will send a copy of your ET1 to your employer/former employer.



They will then be given 28 days to reply.



This means it might be about 5 weeks before you hear back from the Tribunal after they initially acknowledge your claim.

ET3 Form

- ▶ In the unlikely event that they do not respond then your claim will go ahead unopposed.
- ▶ **This is not a guaranteed win** but as your evidence will be the only evidence presented, you are more likely to be successful.

ET3 Form



Read the ET3 carefully.



This explains the employer's position and sets out points of agreement and disagreement.



It establishes the disputed points that you will need to try to prove if the case goes to a full Merits Hearing.

ET3 Form



The ET1 and the ET3 are intended to give each party fair notice of the case against them and the response to this.



If either party tries to discuss a topic that is not contained within the ET1 or ET3 at the Merits Hearing then this should be challenged as there has not been fair notice.



This is a matter that could be raised with the Judge.