



University of Strathclyde  
**LAW CLINIC**

# 1B. Early Conciliation and Time Limits

# 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](#).

# Early Conciliation and Time Limits



There are strict time limits which apply to raising a claim in the Employment Tribunal. By initiating early conciliation you 'stop' the time bar clock. For more information please look at slideshows 2A-2D.



The impact of early conciliation on the normal time limit of a case will depend on when conciliation is started.

# Early Conciliation and Time Limits

---

An early conciliation application must be submitted prior to the expiry of the 'normal' time limit in a case. For more information on time on time limits please look at slideshows 2A-2D.

---

If early conciliation is started at an early stage, then there are complex rules about adding on additional time to the 'normal' time limit. We advise you to make a note of the 'normal' time limit and stick to this.

If early conciliation is started at a late stage but before the expiry of the 'normal' time limit, then the time limit will pass while the case is still in early conciliation. The clock has been stopped by the early conciliation process. Once the certificate is issued you will have one month to submit the ET1 from the date on the certificate. **Do not leave this to the last date.**

# Early Conciliation and Time Limits



The clock will begin ticking again when early conciliation finishes.



Although early conciliation ends, ACAS will always continue assisting you to settle a case up until the date of your Merits Hearing.