

IN THE OFFICE OF THE INDUSTRIAL TRIBUNAL OF NORTHERN IRELAND

BETWEEN:

Case Number

[Insert Name] (Claimant) AND
[Insert Name] (Respondent)

LEGAL AND FACTUAL ISSUES

Issues of Fact

1. When did the claimant's employment commence?
2. Was there a written contract of employment?
3. What was the claimant's role and job description?
4. What were the claimant's average working hours?
5. What was the claimant's holiday entitlement?

Issues of Law

1. Did the claimant have the status of an employee to qualify for unfair dismissal rights?
2. Did the respondent act unfairly in conducting its disciplinary processes?
3. Was a fair process followed in dismissing the claimant?
4. Did the respondent fail to operate the 3-step procedure and was the dismissal automatically unfair?
5. Would the claimant have been dismissed if a fair process had been followed?
6. What remedy is the claimant entitled to, if any?
7. What is the proper measure of compensation?
8. If the process failed to follow the 3-step dismissal procedure due to a default by the respondent, what uplift should apply to an award of compensation?
9. Did the claimant take reasonable measure to mitigate their loss after losing their job?