



# Employment Tribunal Representation

from Vista

Vista represents employers in the Employment Tribunal and the Employment Appeal Tribunal. We are exclusively employment law specialists and have a team of highly experienced advocates.

## Representation

We pride ourselves on working in partnership with organisations; getting to know their people and their businesses.

Each organisation and each claim is different and is treated as such; our employment tribunal strategy is agreed on a case by case basis and will not only ensure the best possible outcome for your organisation but will also reflect your wider strategic and operational HR needs.

## How it works

We offer a cost-effective fixed price menu for non-retained businesses. Our team of experienced employment lawyers can be used ad-hoc or as a complementary service to your existing employment law support, without the need for a long-term contract.

Under our fixed menu, each step in the process has a fixed cost which becomes payable if that stage of the process is reached. This ensures cost certainty and enables commercial decision making.



## The Process

Our simple case management protocol means that you know what to expect at each step of the process. We work to the following key milestones:

**1** Upon receipt of the claim we will conduct an **initial risk assessment** alongside preparing the **ET3 response**. At this stage we are able to give an indication of the prospects of success and the potential liability. This will enable you to manage your internal stakeholders.

If we have not worked with your organisation previously, you will also have the option of an **assimilation meeting** at which we will take some time to gain a detailed understanding of your business and the broader context of the claim.

**2** All of the preparatory steps we take from **document collation** through to **witness statement preparation** will be completed on your behalf. We will also provide you with a bespoke online portal to keep track of each claim, alongside the appropriate support and guidance for witnesses. This is complemented by our Mock Employment Tribunal events, which are available publicly throughout the year at various locations or can be tailored to your organisation and delivered in-house.

**3** If the matter does progress to an **Employment Tribunal hearing**, we will ensure consistency of service with a lawyer that has overseen the preparation of the case and is fully appraised of the facts and strategy.

**4** We will also carry out a **free debrief** to assist your organisation to learn from the claim and enable you to implement improvements or identify any development needs within your organisation.

## Don't take our word for it

Our team of specialist employment lawyers routinely act as advocates and litigators for large employers such as Airbus and Vauxhall and continuously deliver positive results. [You can get better acquainted with the team through our suite of advice videos here.](#)

### Here's what our clients say about us:

"I've worked with the Vista team on a number of Tribunal cases and on each occasion, I have found their support to be invaluable. The team have a unique ability to understand the dynamics of the business they are supporting. They took the stress out of the process and we achieved successful outcomes. I would have no hesitation in recommending Vista."

**Sue Deng**  
HR Manager at Kier Highways

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"Tim has successfully represented the Company's interests on numerous occasions in both the employment tribunal and the employment appeal tribunal."

**Martin Hopper, HR Manager, Enterprise**

### What's next?

**If you would like to talk to a member of the team about our fixed price tribunal representation, you can [schedule a call with us here.](#)**

**Alternatively, you can [request further pricing information here.](#)**