



EMPLOYMENT TRIBUNALS (SCOTLAND)

**JUDGE SIMON
PRESIDENT**

Our Ref: SS/JB

To all ET(S) National User Group members

Message from the President of Employment Tribunals (Scotland)

While it has been a very difficult decision for me to make I have decided to retire this year from my post as President of Employment Tribunals (Scotland). I had hoped to lead Employment Tribunals (Scotland) through the process of devolution of ET functions but as most of you will be aware that project has been subject to significant delays. It now appears clear that it will not take place before 2024. That being so, it seems to me there is a lot to be said for whoever takes over from me having a decent length of time to develop good working relationships with all those involved in the devolution project since that will be critical to getting the best possible arrangements in place to protect the employment jurisdiction. It goes without saying that I will offer whatever support my successor may wish, even after my retirement, to achieve that objective.

It would, however, be disingenuous of me to suggest that the delay in devolution is the only, or even the main, reason for my decision to retire this year. Undoubtedly the most influential factor in my decision is the fact that my husband retired in August last year and there are a number of things we would like to do together before we become too decrepit! My last day at work will be 29 April 2022. While that is a relatively short timescale I take the view there is no point in hanging around too long after making a decision like this.

I can honestly say that it has been a great privilege and an honour to lead Employment Tribunals (Scotland) for the last twelve years. I could not have asked for a more dedicated or expert team of Employment Judges and non-legal members. I have been blessed too by working with talented and dedicated administrative colleagues who have always done their very best to support the Employment Tribunals in Scotland. So many of you, as our regular system users, have played your part in the effective delivery of employment justice during my term of office by cooperating in the achievement of the objectives set out in the overriding objective and by supporting the ET system in many other ways. I offer my grateful thanks to you for that.

Employment Tribunals (Scotland), The Glasgow Tribunals Centre, 3 Atlantic Quay, 20 York Street, Glasgow, G2 8GT

Telephone: 0141 204 0730 **Fax:** 01264 785177

E-mail: Glasgow.President@justice.gov.uk **website:** www.employmenttribunals.gov.uk

I am comforted by the thought that immediately after I leave the Vice-President, Judge Susan Walker, will remain in place and I have no doubt whatsoever she will ably steer the ship until the post of President is permanently filled.

A handwritten signature in cursive script that reads "Shona M W Simon".

SHONA SIMON
PRESIDENT