

Obtaining best evidence from vulnerable witnesses - experience from the Tribunals

Judge Fiona Monk

PSA Conference

21 May 2026

Judge Fiona Monk

▶ MPTS Chair since January 2026

▶ Former President of the War Pensions and Armed Forces Compensation Chamber of the First Tier Tribunal

▶ Regional Employment Judge for the West Midlands





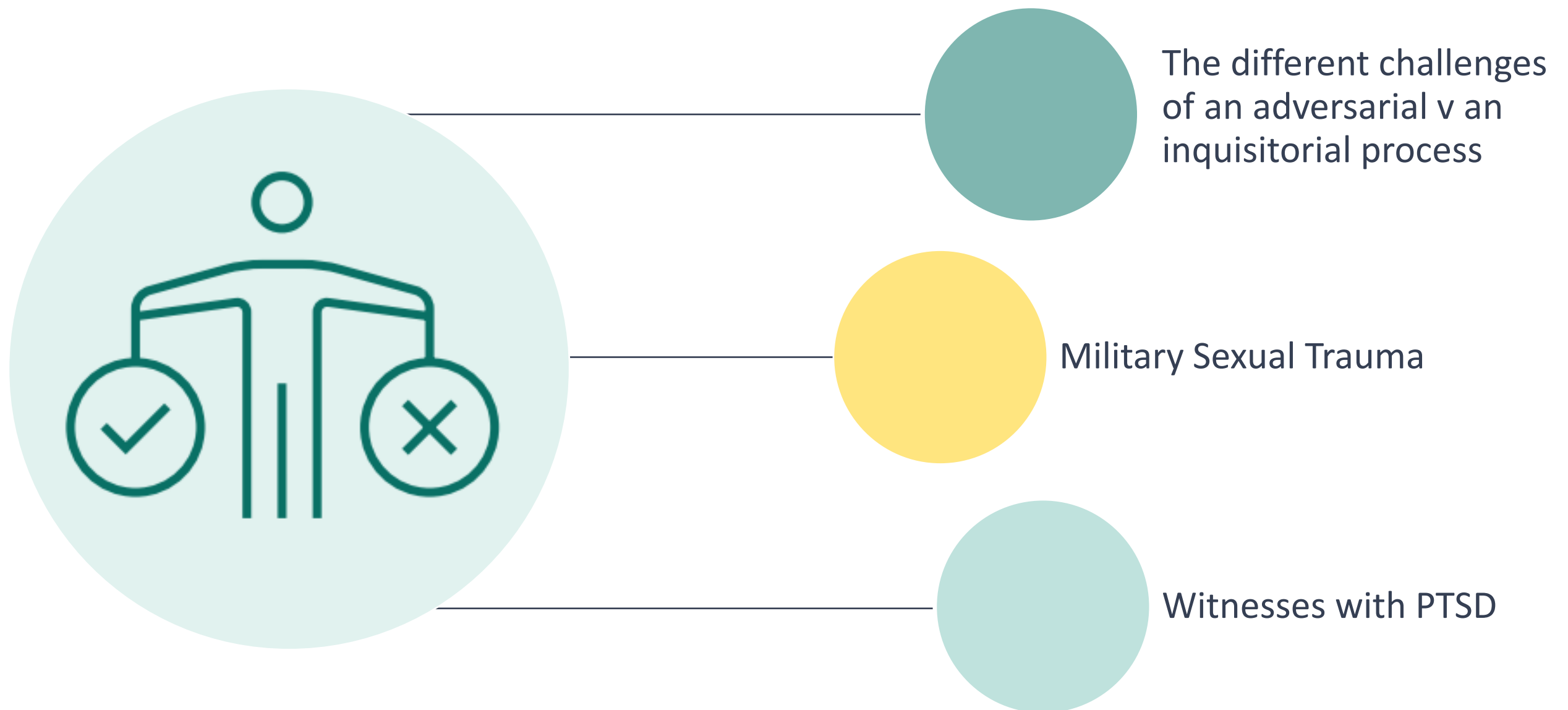
Experience as a practitioner

Working as an employment and discrimination lawyer

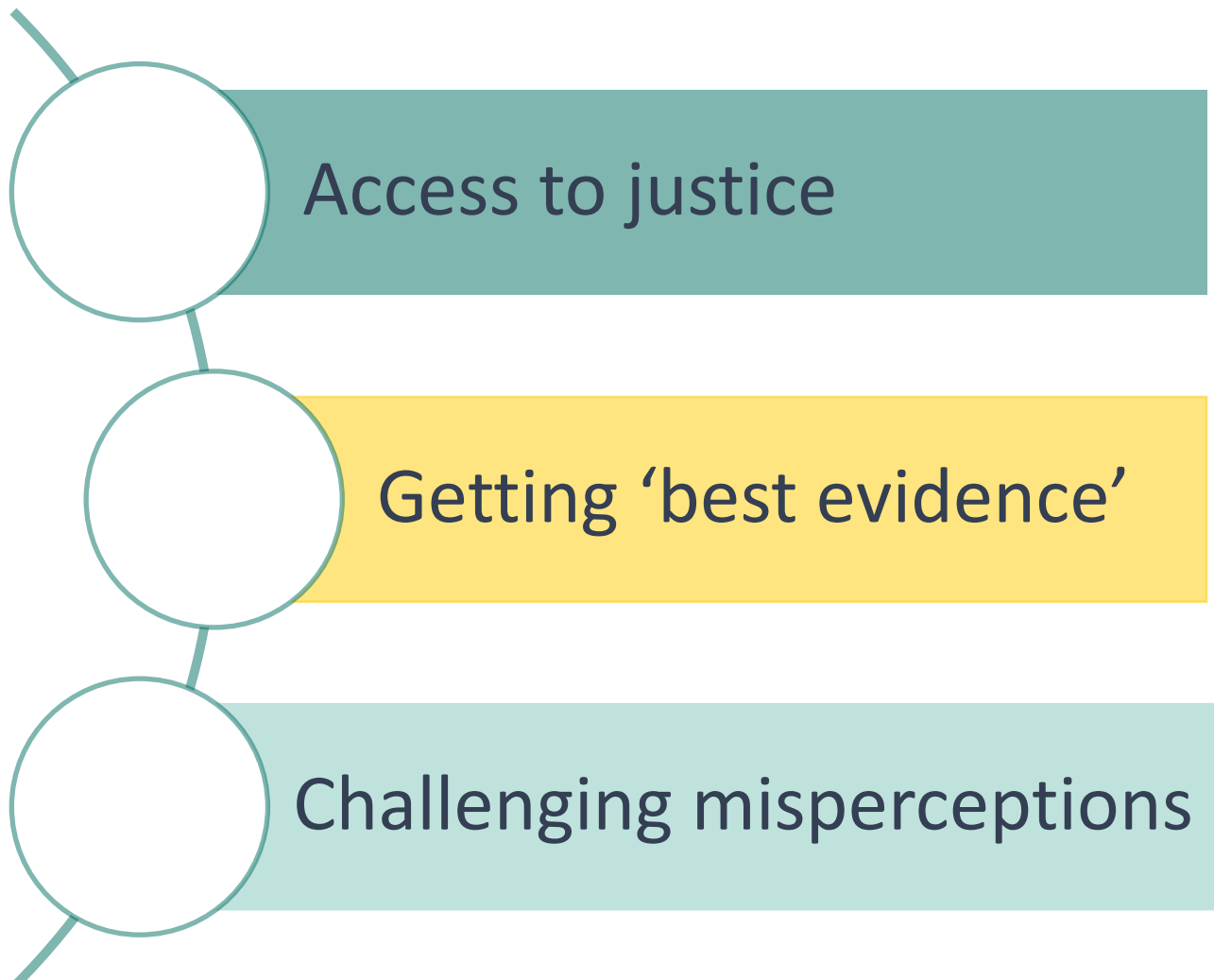
Bringing sexual harassment and pregnancy discrimination cases in the 1990s

Experience as a judge

- Experience in both the Employment Tribunal and the War Pensions and Armed Forces Compensation Chamber



Why do tribunal panels need to understand the impact of trauma on witness evidence?



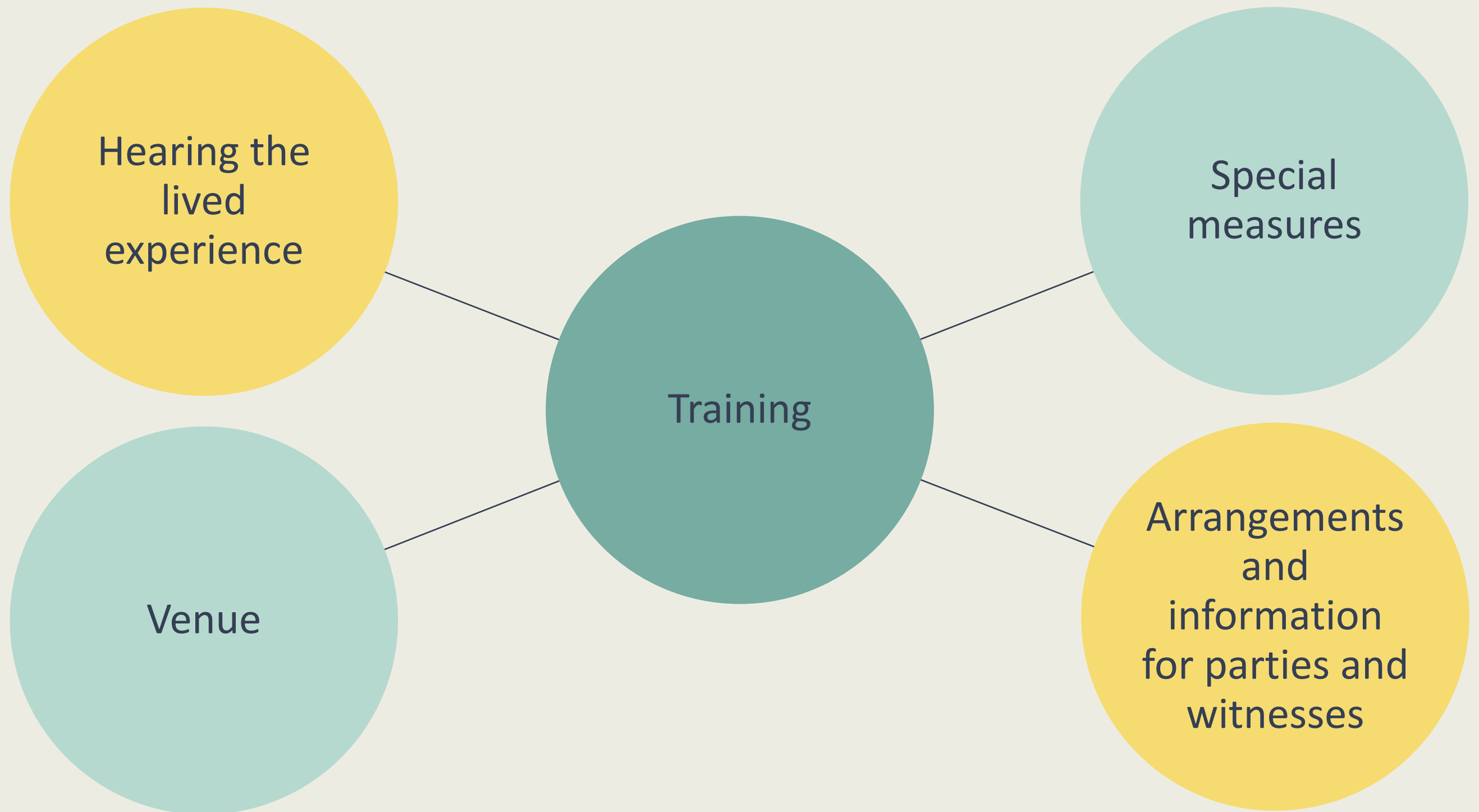
Access to justice

Getting 'best evidence'

Challenging misperceptions



What approach did tribunals take?





What we're doing at the MPTS

