

## Employment Tribunal Statistics 2010/2011



The Ministry of Justice has published Employment Tribunals and EAT statistics for the period 1 April 2010 to 31 March 2011.

Key Statistics are as follows:

- ❑ There was an 8 % fall in the number of claims received in the previous year.
- ❑ Unfair dismissal and redundancy claims have fallen slightly (most likely due to the improving economic climate).
- ❑ The number of claims disposed of (i.e. withdrawn, settled, dismissed or decided at a hearing) reached 122,800 which is a 9% increase on the previous year.
- ❑ The claims that increased were for Working Time Directive (up 20%), Part-Time Workers Regulations (almost trebled) and age discrimination (up 32%).
- ❑ The average awards for claims were:
  - Unfair dismissal - £8,924
  - Discrimination (except on the grounds of age) between £8,515 (religious discrimination) and £14,137 (disability discrimination). The average award for age discrimination was much higher than any other type of discrimination – £30,289.
- ❑ 355 costs awards were made in favour of the Respondent whilst only 132 costs awards were made in favour of the Claimant. The average costs award was £2,830.

The reduction in claims and the increase in the number of disposals appear to run counter to the idea held by some that the number of claims is rising. The drop in claims however must be seen in the context from a surge of claims in the previous year (up 56%) due to economic factors and increased multiple claims



## Can we help?

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