

## **Annual Employment Tribunal statistics published**

Whilst the annual statistics published by the Tribunals Service earlier this month show a modest reduction in the overall level of claims, prudent employers should not be complacent.

Key statistics in relation to 2010/11 include:

- A near trebling of claims under the Part Time Workers (Prevention of Less Favourable Treatment) Regulations
- An increase of 32% in age discrimination claims, a trend likely to continue in light of the abolition of the default retirement age
- In unfair dismissal claims, a median award of over £4,500, and a highest award of £181,754, which is well in excess of the statutory cap and serves as a useful reminder that the cap does not apply in certain cases, for example where the dismissal relates to whistleblowing
- In discrimination claims, a median award of around £5,000 - £6,500 (excluding age where the median award was much higher, at almost £13,000), and a highest award of almost £300,000 (in respect of a sex discrimination claim)
- An increase of 20% in the size of the outstanding caseload, and a small increase in the number of appeals received by the Employment Appeal Tribunal. Backlogs and appeals often increase legal costs and loss of management time for employers.

### **If you are an employer we can –**

- identify areas where you may be at risk and help you to address them
- support you with advice on day to day and major issues
- defend you against employment related claims
- revise your employment documentation and procedures
- provide training to your staff
- improve your health and safety compliance
- keep you informed on developments in the law and best practice
- draft compromise agreements for you to give employees and negotiating with their representatives.

### **If you are an employee we can –**

- bring any employment related claims for you
- negotiate an exit from employment for you on favourable terms
- help you with any issues arising during your employment
- advise you on contractual documentation

- advise you on compromise agreements and negotiate improved terms.

### **For further information**

Please call us on 020 7148 7850 or email [info@levenesemployment.co.uk](mailto:info@levenesemployment.co.uk).

Alternatively please contact Pavlos Paschali directly on 020 7148 7853 or [ppaschali@levenesemployment.co.uk](mailto:ppaschali@levenesemployment.co.uk).

### **Disclaimer**

Our news articles are written to highlight, in general summary form, some of the issues facing employers and employees in the UK. They are not intended to be, and do not constitute either legal advice or an authoritative statement on the law. Advice should always be sought for specific circumstances.

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