

Employment Tribunal and EAT Statistics (GB)
1 April 2006 to 31 March 2007

Table 1: Claims accepted/ rejected by Employment Tribunals

	Apr 06 to Mar 07		
	2004/05	2005/06	2006/07
Total Claims Accepted¹	86,181	115,039	132,577
Total Claims Initially Rejected		12,258	10,762
Of the total, those that were resubmitted and subsequently accepted		4,897	3,861
Of the total, those that were resubmitted and not accepted or never resubmitted		7,361	6,901
JURISDICTION MIX OF CLAIMS ACCEPTED			
NATURE OF CLAIM	2004/05	2005/06	2006/07
Unfair dismissal ²	39,727	41,832	44,491
Unauthorised deductions (Formerly Wages Act)	37,470	32,330	34,857
Breach of contract	22,788	26,230	27,298
Sex discrimination	11,726	14,250	28,153
Working Time Directive	3,223	35,474	21,127
Redundancy pay	6,877	7,214	7,692
Disability discrimination	4,942	4,585	5,533
Redundancy - failure to inform and consult	3,664	4,056	4,802
Equal pay	8,229	17,268	44,013
Race discrimination	3,317	4,103	3,780
Written statement of terms and conditions	1,992	3,078	3,429
Written statement of reasons for dismissal	1,401	955	1,064
Written pay statement	1,076	794	990
Transfer of an undertaking - failure to inform and consult	1,031	899	1,108
Suffered a detriment / Unfair dismissal - pregnancy ³	1,345	1,504	1,465
Part Time Workers Regulations	561	402	776
National minimum wage	597	440	806
Discrimination on grounds of Religion or Belief	307	486	648
Discrimination on grounds of Sexual Orientation	349	395	470
Age Discrimination	n/a	n/a	972
Others	5,459	5,219	5,072
Total	156,081	201,514	238,546

¹ A claim may be brought under more than one jurisdiction or subsequently amended or clarified in the course of proceedings but will be counted only once.

² This now includes the jurisdiction for unfair dismissal as a result of a transfer of an undertaking, which was previously shown separately.

³ This now includes 3 jurisdictions relating to Pregnancy that were previously recorded under 'Other'.

Table 2: Employment Tribunal cases disposed and outcome of jurisdictions in 2006-2007

	2004/05		2005/06		2006/07			
Total Claims Disposed	97,966		86,083		102,597			
JURISDICTION MIX OF TOTAL CLAIMS DISPOSED Apr 06 to Mar 07								
NATURE OF CLAIM	JURISDICTIONS DISPOSED		WITHDRAWN		ACAS CONCILIATED SETTLEMENTS		STRUCK OUT (NOT AT A HEARING) ¹	
	No.		No.	%	No.	%	No.	%
Unfair dismissal	38,376		12,764	33	13,540	35	3,049	8
Unauthorised deduction of wages	23,624		7,354	31	6,615	28	1,330	6
Breach of contract	23,504		7,702	33	6,693	28	1,461	6
Redundancy pay	6,643		1,668	25	1,110	17	601	9
Sex discrimination	18,909		8,998	48	2,302	12	6,315	33
Race discrimination	3,117		968	31	1,173	38	224	7
Disability discrimination	4,345		1,442	33	2,014	46	231	5
Religious belief discrimination	498		167	34	176	35	38	8
Sexual orientation discrimination	384		127	33	157	41	25	7
Age discrimination	135		51	38	56	41	11	8
Working time	33,607		3,742	11	3,740	11	21,156	63
Equal pay	7,854		4,691	60	499	6	2,390	30
National minimum wage	544		127	23	175	32	20	4
Others ²	14,894		4,470	30	4,555	31	966	6
All	176,434		54,271	31	42,805	24	37,817	21
NATURE OF CLAIM	SUCCESSFUL AT TRIBUNAL		DISMISSED AT A PRELIMINARY HEARING ²		UNSUCCESSFUL AT HEARING ³		DEFAULT JUDGMENT	
	No.	%	No.	%	No.	%	No.	%
Unfair dismissal	3,870	10	978	3	3,567	9	608	2
Unauthorised deduction of wages	4,606	19	333	1	1,792	8	1,594	7
Breach of contract	4,260	18	421	2	1,674	7	1,293	6
Redundancy pay	2,069	31	86	1	427	6	682	10
Sex discrimination	463	2	203	1	587	3	41	0
Race discrimination	102	3	161	5	465	15	24	1
Disability discrimination	149	3	148	3	343	8	18	0
Religious belief discrimination	12	2	31	6	69	14	5	1
Sexual orientation discrimination	21	5	11	3	43	11	0	0
Age discrimination	0	0	5	4	6	4	6	4
Working time	2,983	9	239	1	835	2	912	3
Equal pay	126	2	56	1	87	1	5	0
National minimum wage	127	23	41	8	36	7	18	3
Others	3,028	20	229	2	1,091	7	555	4
All	21,816	12	2,942	2	11,022	6	5,761	3

¹ Previously described as DISPOSED OF OTHERWISE

² Previously described as DISMISSED AT HEARING (OUT OF SCOPE)

³ Previously described as DISMISSED AT HEARING (OTHER REASONS)

Table 3: All unfair dismissal jurisdictions disposed of at a hearing

	Number	Percentage of unfair dismissal cases proceeding to hearing	Percentage of all unfair dismissal cases disposed of
Cases dismissed			
Out of scope	978	11.6	2.55
Other reasons	3,567	42.4	9.29
All cases dismissed	4,545	54	11.84
Cases upheld			
Reinstatement or reengagement	23	0.3	0.06
Remedy left to parties/	256	3	0.67
Compensation	3,309	39.3	8.62
No award made	282	3.4	0.73
All cases upheld	3,870	46	10.08
All cases proceeding to a hearing	8,415	100	21.93

Table 4: Compensation awarded by tribunals – cases with unfair dismissal jurisdictions¹

	No.	%		No.	%
<£500	252	7.62	£10000-£12499	163	4.93
£500-£999	231	6.98	£12500-£14999	127	3.84
£1000-£1999	528	15.96	£15000-£19999	146	4.41
£2000-£2999	420	12.69	£20000-£29999	144	4.35
£3000-£3999	282	8.52	£30000-£39999	48	1.45
£4000-£4999	235	7.1	£40000-£49999	35	1.06
£5000-£5999	181	5.47	£50000+	84	2.54
£6000-£6999	137	4.14	All	3309	100
£7000-£7999	129	3.9	Maximum award²		£250,470
£8000-£8999	89	2.69	Median award		£3,800
£9000-£9999	78	2.36	Average award		£7,974

¹ Compensation awarded is that of which the tribunal is aware.

² The maximum award for compensation is limited to £60,600 from 1/2/2007. Awards may be above the maximum where they include a basic award element.

Table 5: Compensation awarded by tribunals – cases with race discrimination jurisdictions¹

	No.	%		No.	%
<£500	1	1.05	£10000-£12499	10	10.53
£500-£999	6	6.32	£12500-£14999	2	2.11
£1000-£1999	11	11.58	£15000-£19999	9	9.47
£2000-£2999	9	9.47	£20000-£29999	6	6.32
£3000-£3999	7	7.37	£30000-£39999	4	4.21
£4000-£4999	6	6.32	£40000-£49999	0	0
£5000-£5999	5	5.26	£50000+	6	6.32
£6000-£6999	2	2.11	All	95	100
£7000-£7999	6	6.32	Maximum award		£123,898
£8000-£8999	2	2.11	Median award		£7,000
£9000-£9999	3	3.16	Average award		£14,049

Table 6: Compensation awarded by tribunals –cases with sex discrimination jurisdictions¹

	No.	%		No.	%
<£500	4	2.06	£10000-£12499	17	8.76
£500-£999	5	2.58	£12500-£14999	7	3.61
£1000-£1999	12	6.19	£15000-£19999	17	8.76
£2000-£2999	16	8.25	£20000-£29999	15	7.73
£3000-£3999	19	9.79	£30000-£39999	6	3.09
£4000-£4999	15	7.73	£40000-£49999	3	1.55
£5000-£5999	15	7.73	£50000+	2	1.03
£6000-£6999	15	7.73	All	194	100
£7000-£7999	11	5.67	Maximum award		£64,862
£8000-£8999	6	3.09	Median award		£6,724
£9000-£9999	9	4.64	Average award		£10,052

¹ Compensation awarded is that of which the tribunal is aware. For awards in cases of Sex, Race and Disability Discrimination the amount is unlimited.

Table 7: Compensation awarded by tribunals – cases with disability discrimination jurisdictions¹

	No.	%		No.	%
<£500	1	0.86	£10000-£12499	10	8.62
£500-£999	4	3.45	£12500-£14999	11	9.48
£1000-£1999	11	9.48	£15000-£19999	7	6.03
£2000-£2999	4	3.45	£20000-£29999	9	7.76
£3000-£3999	7	6.03	£30000-£39999	5	4.31
£4000-£4999	8	6.9	£40000-£49999	1	0.86
£5000-£5999	11	9.48	£50000+	7	6.03
£6000-£6999	3	2.59	All	116	100
£7000-£7999	8	6.9	Maximum award		£138,648
£8000-£8999	3	2.59	Median award		£8,232
£9000-£9999	6	5.17	Average award		£15,059

Table 8: Costs awarded in Employment Tribunal cases²

COSTS TO	NO. OF CASES		COSTS TO	NO. OF CASES	
	Awarded to Claimant	Awarded to Respondent		Awarded to Claimant	Awarded to Respondent
< £200	16	35	£6001-£8000	7	9
£201-£400	26	34	£8001-£10000	7	15
£401-£600	21	49	£10000+	0	2
£601-£800	6	24	All	166	343
£801-£1000	23	44	Maximum award³		£65,000
£1001-£2000	33	54	Median award		£1,000
£2001-£4000	22	54	Average award		£2,078.88
£4001-£6000	5	23			

¹ Compensation awarded is that of which the tribunal is aware. For awards in cases of Sex, Race and Disability Discrimination the amount is unlimited

² This does not include costs awarded for waste or preparation.

³ The maximum cost that can be awarded is £10,000. In 2 cases, the costs awarded exceeded the £10,000 limit where costs were agreed between the parties and confirmed by the Tribunal in a judgment.

Table 9: Cases dealt with at preliminary hearings by EAT

	Brought by employers	Brought by employees	All
Dismissed at hearing	18	40	58
Allowed to full hearing	60	54	114
All	78	94	172

Table 10: Appeals disposed of by EAT at a full hearing

	Brought by employers	Brought by employees	All
Dismissed at hearing	92	113	205
Allowed	59	59	118
Allowed & remitted	46	63	109
All	197	235	432

Table 11: Appeals withdrawn

	Brought by employers	Brought by employees	All
Withdrawn before PH	25	22	47
Withdrawn before Full Hearing	66	64	130
All	91	86	177