



Ministry of  
**JUSTICE**



**HM Courts  
& Tribunals  
Service**

# **Employment Tribunals and EAT Statistics, 2010-11**

1 April 2010 to 31 March 2011

1 September 2011

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## Introduction

This report presents information on Employment Tribunals (ET) and Employment Appeal Tribunal (EAT) activity for the period 1 April 2010 to 31 March 2011. This is the third statistical bulletin in this series. Key Findings are on page 4. Definitions of some of the key terms used in this report, along with other background information about these statistics, can be found from page 7 onwards.

Annual statistics about the work of all tribunals run by HM Courts and Tribunals Service during this period, and quarterly statistics for the period January to March 2011, were published on 30 June 2011 and can be found on the Ministry of Justice (MoJ) website at the following two locations:

<http://www.justice.gov.uk/publications/statistics-and-data/tribunals/annual-stats.htm>.

<http://www.justice.gov.uk/publications/statistics-and-data/tribunals/quarterly.htm>

Monthly statistical notices presenting data for the Social Security and Child Support tribunal have been published for January 2011 onwards. These are also available from the MoJ website at:

<http://www.justice.gov.uk/publications/statistics-and-data/tribunals/sscs-stats.htm>

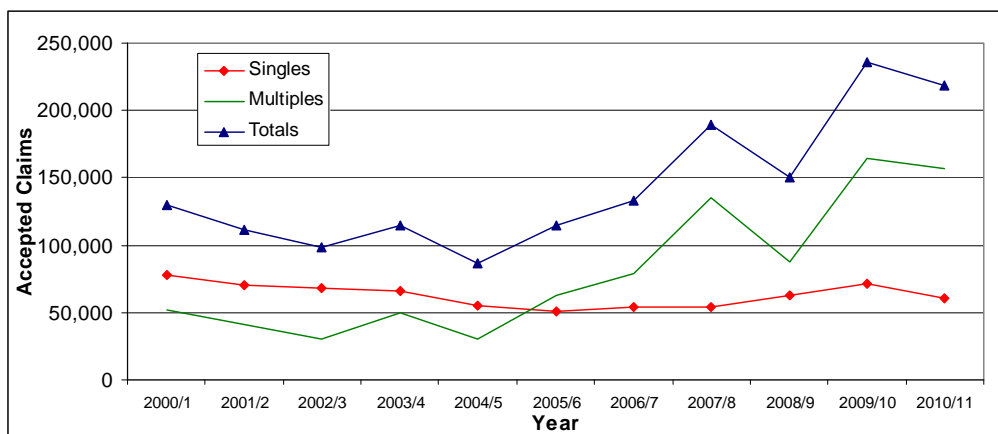
## Key Findings

The Employment Tribunals are independent judicial bodies who determine disputes between employers and employees over employment rights. The 2010-11 figures for Employment Tribunals show an 8% fall in the number of claims received when compared with the previous year, but a 9% rise in the number disposed of.

### Claims received

- There were 218,100 receipts (claims) to Employment Tribunals (ET) between 1 April 2010 and 31 March 2011, an 8% fall compared to 2009-10, but an increase of 44% on those in 2008-09.
- In 2010-11, there were 60,600 single accepted claims – down by 15% on the previous year and 157,500 multiple accepted claims (a fall of 4% on 2009-10). Figure 1 shows the variation in single and multiple accepted claims (receipts) since 2001-02.

**Figure 1: Single and Multiple Accepted ET Claims, 2000-01 to 2010-11**



Note: Figures for 2007-08 are estimated

Source: ET Reports

### Claims disposed of

- Employment Tribunals disposed of 122,800 cases<sup>1</sup> during 2010-11, 9% more than in 2009-10 and 33% more than in 2008-09.

<sup>1</sup> There may be a small undercount in ET disposals because of changes to computer systems during the year.

- The rise in disposals was seen in multiple cases – increasing by 27% from 2009-10 to 2010-11, whilst there was a 3% fall in disposed single cases over the same period.

### **Jurisdictional Complaints received and disposed of**

- A claim can contain a number of grounds, known as jurisdictional complaints. In any hearing, the tribunal has to decide upon the merits of the claim made under each jurisdiction. For ET, the number of jurisdictional claims<sup>2</sup> was 382,400 in 2010-11, meaning that there were on average 1.75 jurisdictional claims per case. In 2010-11, the total number of jurisdictional claims was 3% lower than in 2009-10 but 43% higher than the number in 2008-09.
- Of the 382,400 jurisdictional claims received in 2010-11, 30% were concerning Working Time Directive (largely airline cases that are resubmitted every three months), 28% were for unfair dismissal, breach of contract and redundancy (lower than in previous years) and 19% were for unauthorised deductions (Wages Act).
- Although the overall number of jurisdictional claims fell between 2009-10 and 2010-11, there were increases in claims for some jurisdictions including Working Time Directive (up 20%), Part-Time Workers Regulations (almost trebled) and Age Discrimination (up 32%)
- There were 244,000 jurisdictional claims disposed of in 2010-11, an increase of 7% as compared with last year – seen amongst Equal Pay, Working Time Directive and Unauthorised Deductions in particular.
- Of the 244,000 disposed jurisdictional claims, 39% related to Unfair Dismissal, Breach of contract and redundancy; 16% were for Unauthorised Deductions (Wages Act) and 11% were for Equal Pay.
- Examining the disposed jurisdictional claims by outcome: 32% were withdrawn; 29% were Acas Conciliated and 12% were successful at a Tribunal.

### **Caseload Outstanding**

- At 31 March 2011, the caseload outstanding for ET was 484,300 - an increase of around a fifth on the number at 31 March 2010. The vast majority of the outstanding (claims awaiting resolution) are multiple claims, including about 199,000 resubmitted airline Working Time Regulation claims referred to earlier and Equal Pay claims.

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<sup>2</sup> A claim can contain a number of grounds, known as jurisdictional complaints. In any hearing, the tribunal has to decide upon the merits of the claim made under each jurisdiction.

- However, for single ET claims, there has been a reduction of 16% in the caseload outstanding, between 31 March 2010 and 31 March 2011.

### **Employment Appeal Tribunal**

The Employment Appeal Tribunal (EAT) hears appeals against the decisions of the Employment Tribunals. An appeal must be on a point of law, i.e. it must identify flaws in the legal reasoning of the original decision. The EAT will not normally re-examine issues of fact.

- The Employment Appeal Tribunal (EAT) received 2,048 appeals and disposed of<sup>3</sup> 2,001, compared to 1,963 and 1,848 respectively in 2009-10.
- In EAT, 363 appeals were disposed of at a full hearing, compared to 403 in 2009-10.

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<sup>3</sup> Includes pre and post hearing disposals



**Table 1: Claims accepted by Employment Tribunals**

	<b>Apr 10 to Mar 11</b>		
	<b>2008-09 2</b>	<b>009-10</b>	<b>2010-11</b>
<b>Total Claims Accepted<sup>4</sup></b>	151,000	236,100	218,100
<b>Total Claims Initially Rejected<sup>5</sup></b>	10,600	4,100	1,400
<b>Of the total, those that were resubmitted and subsequently accepted</b>	2,900	1,300	210
<b>Of the total, those that were resubmitted and not accepted or never resubmitted</b>	7,700	2,800	1,100
<b>Jurisdiction Mix of claims accepted</b>			
<b>NATURE OF CLAIM</b>	<b>2008-09 2</b>	<b>009-10</b>	<b>2010-11</b>
Unfair dismissal	52,700	57,400	47,900
Unauthorised deductions (Formerly Wages Act)	33,800	75,500	71,300
Breach of contract	32,800	42,400	34,600
Sex discrimination	18,600	18,200	18,300
Working Time Directive <sup>6</sup>	24,000	95,200	114,100
Redundancy pay	10,800	19,000	16,000
Disability discrimination	6,600	7,500	7,200
Redundancy – failure to inform and consult	11,400	7,500	7,400
Equal pay	45,700	37,400	34,600
Race discrimination	5,000	5,700	5,000
Written statement of terms and conditions	3,900	4,700	4,000
Written statement of reasons for dismissal	1,100	1,100	930
Written pay statement	1,100	1,400	1,300
Transfer of an undertaking - failure to inform and consult	1,300	1,800	1,900
Suffer a detriment / unfair dismissal - pregnancy	1,800	1,900	1,900
Part Time Workers Regulations	660	530	1,600
National minimum wage	600	500	520
Discrimination on grounds of Religion or Belief	830	1,000	880
Discrimination on grounds of Sexual Orientation	600	710	640
Age Discrimination	3,800	5,200	6,800
Others	9,300	8,100	5,500
<b>Total</b>	<b>266,500</b>	<b>392,800</b>	<b>382,400</b>

<sup>4</sup> 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.

<sup>5</sup> The figures from 2009-10 reflect the repeal of the pre-existing statutory three step procedures for dealing with discipline, dismissal and grievance issues, set out in the employment Act 2002 on 6<sup>th</sup> April 2009.

<sup>6</sup> These figures include approximately 84,000 resubmitted multiple claims in 2010-11.

**Table 2: Employment Tribunal Cases disposed and outcomes of jurisdictions in 2010-2011<sup>7</sup>**

Total Claims Disposed	2008-09			2009-10			2010-11		
	92,000			112,400			122,800		
JURISDICTION MIX OF TOTAL CLAIMS DISPOSED Apr 10 to Mar 11									
NATURE OF CLAIM	JURISDICTIONS DISPOSED			WITHDRAWN		ACAS CONCILIATED SETTLEMENTS		STRUCK OUT NOT AT A HEARING <sup>8</sup>	
	No.	No.	%	No.	%	No.	%	No.	%
Unfair dismissal	49,600	12,300	25%	20,500	41%	5,400	11%		
Wages Act	38,200	12,600	33%	10,400	27%	3,400	9%		
Breach of contract	31,800	7,300	23%	10,300	32%	2,700	8%		
Redundancy pay	14,100	3,700	27%	2,600	18%	1,400	10%		
Sex discrimination	15,600	7,600	49%	4,300	28%	2,500	16%		
Race discrimination	4,900	1,400	28%	1,700	36%	500	10%		
Disability discrimination	6,800	2,100	31%	3,100	46%	510	7%		
Religious belief discrimination	850	250	29%	290	34%	93	11%		
Sexual orientation discrimination	660	210	31%	270	41%	70	11%		
Age discrimination	3,700	1,500	40%	1,300	35%	350	10%		
Working time	24,100	6,300	26%	7,100	29%	1,900	8%		
Equal pay	25,600	15,300	60%	3,000	12%	5,300	21%		
National minimum wage	600	120	20%	200	33%	37	6%		
Others	27,400	7,700	28%	6,300	23%	1,400	5%		
<b>All 244,000</b>		<b>78,300</b>	<b>32%</b>	<b>71,400</b>	<b>29%</b>	<b>25,500</b>	<b>10%</b>		
NATURE OF CLAIM	SUCCESSFUL AT TRIBUNAL		DISMISSED AT A PRELIMINARY HEARING <sup>9</sup>		UNSUCCESSFUL AT HEARING <sup>10</sup>		DEFAULT JUDGEMENT		
	No.	%	No.	%	No.	%	No.	%	
ALL JURISDICTION CASES									
Unfair dismissal	4,200	8%	1,400	3%	4,800	10%	1,200	2%	
Wages Act	5,400	14%	670	2%	2,100	6%	3,600	9%	
Breach of contract	5,400	17%	770	2%	2,300	7%	3,200	10%	
Redundancy pay	3,200	23%	200	1%	680	5%	2,200	16%	
Sex discrimination	290	2%	200	1%	590	4%	87	1%	
Race discrimination	150	3%	260	5%	800	16%	48	1%	
Disability discrimination	190	3%	200	3%	640	9%	48	1%	
Religious belief discrimination	27	3%	53	6%	120	15%	12	1%	
Sexual orientation discrimination	22	3%	22	3%	62	9%	9	1%	
Age discrimination	90	2%	120	3%	320	9%	21	1%	
Working time	4,400	18%	530	2%	1,400	6%	2,600	11%	
Equal pay	280	1%	36	0%	1,700	7%	7	0%	
National minimum wage	75	13%	11	2%	130	22%	30	5%	
Others	4,400	16%	520	2%	5,700	21%	1,400	5%	
<b>All 28,100</b>		<b>12%</b>	<b>5,000</b>	<b>2%</b>	<b>21,200</b>	<b>9%</b>	<b>14,400</b>	<b>6%</b>	

<sup>7</sup> Percentages may not add to 100 due to rounding.

<sup>8</sup> Previously described as DISPOSED OF OTHERWISE

<sup>9</sup> Previously described as DISMISSED AT HEARING (OUT OF SCOPE)

<sup>10</sup> Previously described as DISMISSED AT HEARING (OTHER REASONS)

**Table 3: All Unfair Dismissal Jurisdictions disposed of at a Hearing**

	<b>Number</b>	<b>Percentage of unfair dismissal cases proceeding to a hearing</b>	<b>Percentage of all unfair dismissal cases disposed of<sup>11</sup></b>
<b>Cases dismissed</b>			
At a Preliminary Hearing	1,400	13%	3%
Unsuccessful at hearing	4,800	46%	10%
<b>All cases dismissed</b>	<b>6,100</b>	<b>60%</b>	<b>12%</b>
<b>Cases upheld</b>			
Reinstatement or reengagement	8	0%	0%
Remedy left to parties	100	1%	0%
Compensation	2,600	25%	5%
No award made	1,400	14%	3%
<b>All cases upheld</b>	<b>4,200</b>	<b>40%</b>	<b>8%</b>
<b>All cases proceeding to a hearing</b>	<b>10,300</b>	<b>100%</b>	<b>21%</b>

**Table 4: Representation of Claimants at Employment Tribunals<sup>12</sup>**

	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Represented by:			
Trade Union	8,800	12,500	10,000
Lawyers <sup>13</sup>	85,900	161,900	142,700
No rep Information provided <sup>14</sup>	41,300	44,900	40,400
Other	15,100	16,700	25,000
<b>Totals</b>	<b>151,100</b>	<b>236,100</b>	<b>218,100</b>

<sup>11</sup> Percentages may not sum due to rounding.

<sup>12</sup> This is a snapshot of the information provided by claimants taken on 16<sup>th</sup> May 2011, and is comparable to claims accepted not jurisdictions.

<sup>13</sup> Included: representation by Solicitors, Law centres and trade Association

<sup>14</sup> For those individuals representing themselves, there is no need to provide information on representation. Therefore all cases where the representative information was left blank are included here.

**Table 5: - Compensation awarded by Tribunals - cases with Unfair Dismissal jurisdictions<sup>15</sup>**

	<b>No. %</b>			<b>No. %</b>	
<£500	243	9%	£10,000-£12,499	163	6%
£500-£999	194	7%	£12,500-£14,999	122	5%
			£15,000-£19,999	165	6%
£1,000-£1,999	308	12%			
£2,000-£2,999	245	9%	£20,000-£29,999	130	5%
£3,000-£3,999	198	8%	£30,000-£39,999	71	3%
£4,000-£4,999	179	7%	£40,000-£49,999	31	1%
			£50,000+	51	2%
£5,000-£5,999	121	5%	<b>All 2,6</b>	<b>08</b>	<b>100%</b>
£6,000-£6,999	123	5%			
£7,000-£7,999	108	4%	<b>Maximum award<sup>16</sup></b>		<b>£181,754</b>
£8,000-£8,999	89	3%	<b>Median award</b>		<b>£4,591</b>
£9,000-£9,999	67	3%	<b>Average award</b>		<b>£8,924</b>

**Table 6: Compensation awarded by Tribunals – cases with Race Discrimination jurisdictions<sup>17</sup>**

	<b>No. %</b>			<b>No. %</b>	
<£500	0	0%	£10,000-£12,499	2	3%
£500-£999	6	8%	£12,500-£14,999	2	3%
			£15,000-£19,999	9	13%
£1,000-£1,999	9	13%			
£2,000-£2,999	4	6%	£20,000-£29,999	8	11%
£3,000-£3,999	7	10%	£30,000-£39,999	2	3%
£4,000-£4,999	3	4%	£40,000-£49,999	3	4%
			£50,000+	3	4%
£5,000-£5,999	4	6%	<b>All</b>	<b>72</b>	<b>100%</b>
£6,000-£6,999	6	8%			
£7,000-£7,999	1	1%	<b>Maximum award</b>		<b>£62,530</b>
£8,000-£8,999	2	3%	<b>Median award</b>		<b>£6,277</b>
£9,000-£9,999	1	1%	<b>Average award</b>		<b>£12,108</b>

<sup>15</sup> Compensation awarded is that of which the tribunal is aware

<sup>16</sup> The maximum award for compensation is limited to £68,400 from 1-2-2011. Awards may be above the maximum where they include a basic award element.

<sup>17</sup> Compensation awarded is that of which the tribunal is aware. For awards in cases of discrimination there is no statutory cap.

**Table 7: Compensation awarded by Tribunals – cases with Sex Discrimination jurisdictions<sup>17</sup>**

	<b>No. %</b>			<b>No. %</b>	
<£500	3	2%	£10,000-£12,499	14	8%
£500-£999	10	6%	£12,500-£14,999	5	3%
			£15,000-£19,999	11	6%
£1,000-£1,999	18	10%			
£2,000-£2,999	9	5%	£20,000-£29,999	6	3%
£3,000-£3,999	9	5%	£30,000-£39,999	9	5%
£4,000-£4,999	10	6%	£40,000-£49,999	3	2%
			£50,000+	5	3%
£5,000-£5,999	20	12%	<b>All 173</b>		<b>100%</b>
£6,000-£6,999	13	8%			
£7,000-£7,999	14	8%	<b>Maximum award</b>		<b>£289,167</b>
£8,000-£8,999	9	5%	<b>Median award</b>		<b>£6,078</b>
£9,000-£9,999	5	3%	<b>Average award</b>		<b>£13,911</b>

**Table 8: Compensation awarded by Tribunals – cases with Disability Discrimination jurisdictions<sup>17</sup>**

	<b>No. %</b>			<b>No. %</b>	
<£500	0	0%	£10,000-£12,499	8	11%
£500-£999	3	4%	£12,500-£14,999	2	3%
			£15,000-£19,999	4	6%
£1,000-£1,999	5	7%			
£2,000-£2,999	11	15%	£20,000-£29,999	3	4%
£3,000-£3,999	4	6%	£30,000-£39,999	0	0%
£4,000-£4,999	2	3%	£40,000-£49,999	3	4%
			£50,000+	4	6%
£5,000-£5,999	6	8%	<b>All</b>	<b>72</b>	<b>100%</b>
£6,000-£6,999	10	14%			
£7,000-£7,999	2	3%	<b>Maximum award</b>		<b>£181,083</b>
£8,000-£8,999	3	4%	<b>Median award</b>		<b>£6,142</b>
£9,000-£9,999	2	3%	<b>Average award</b>		<b>£14,137</b>

**Table 9: Compensation awarded by Tribunals – case with Religious Discrimination jurisdictions<sup>17</sup>**

	<u>No. %</u>			<u>No. %</u>	
<£500	0	0%	£10,000-£12,499	1	10%
£500-£999	2	20%	£12,500-£14,999	2	20%
			£15,000-£19,999	0	0%
£1,000-£1,999	0	0%			
£2,000-£2,999	0	0%	£20,000-£29,999	1	10%
£3,000-£3,999	0	0%	£30,000-£39,999	0	0%
£4,000-£4,999	0	0%	£40,000-£49,999	0	0%
			£50,000+	0	0%
£5,000-£5,999	2	20%	<b>All 1</b>	<b>0</b>	<b>100%</b>
£6,000-£6,999	1	10%			
£7,000-£7,999	1	10%	<b>Maximum award</b>		<b>£20,221</b>
£8,000-£8,999	0	0%	<b>Median award</b>		<b>£6,892</b>
£9,000-£9,999	0	0%	<b>Average award</b>		<b>£8,515</b>

**Table 10: Compensation awarded by Tribunals – cases with Sexual Orientation Discrimination jurisdictions<sup>17</sup>**

	<u>No. %</u>			<u>No. %</u>	
<£500	0	0%	£10,000-£12,499	1	8%
£500-£999	0	0%	£12,500-£14,999	0	0%
			£15,000-£19,999	1	8%
£1,000-£1,999	3	25%			
£2,000-£2,999	0	0%	£20,000-£29,999	2	17%
£3,000-£3,999	1	8%	£30,000-£39,999	0	0%
£4,000-£4,999	0	0%	£40,000-£49,999	1	8%
			£50,000+	0	0%
£5,000-£5,999	2	17%	<b>All 1</b>	<b>2</b>	<b>100%</b>
£6,000-£6,999	1	8%			
£7,000-£7,999	0	0%	<b>Maximum award</b>		<b>£47,633</b>
£8,000-£8,999	0	0%	<b>Median award</b>		<b>£5,500</b>
£9,000-£9,999	0	0%	<b>Average award</b>		<b>£11,671</b>

**Table 11: Compensation awarded by tribunals – cases with Age Discrimination jurisdictions<sup>17</sup>**

	<u>No.</u>	<u>%</u>		<u>No.</u>	<u>%</u>
<£500	0	0%	£10,000-£12,499	2	8%
£500-£999	0	0%	£12,500-£14,999	1	4%
			£15,000-£19,999	2	8%
£1,000-£1,999	6	23%			
£2,000-£2,999	1	4%	£20,000-£29,999	2	8%
£3,000-£3,999	0	0%	£30,000-£39,999	2	8%
£4,000-£4,999	1	4%	£40,000-£49,999	2	8%
			£50,000+	4	15%
£5,000-£5,999	2	8%	<b>All 2</b>	<b>6</b>	<b>100%</b>
£6,000-£6,999	0	0%			
£7,000-£7,999	0	0%	<b>Maximum award</b>		<b>£144,100</b>
£8,000-£8,999	1	4%	<b>Median award</b>		<b>£12,697</b>
£9,000-£9,999	0	0%	<b>Average award</b>		<b>£30,289</b>

**Table 12: Costs awarded in Employment Tribunals cases<sup>18</sup>**

COSTS TO	No. OF CASES		COSTS TO	No. OF CASES	
	Awarded to Claimant	Awarded to Respondent		Awarded to Claimant	Awarded to Respondent
< £200	13	28	£6,001-£8,000	3	19
£201-£400	6	33	£8,001-£10,000	3	37
£401-£600	15	44	£10,000+ <sup>19</sup>	0	4
£601-£800	12	16	<b>All</b>	<b>132</b>	<b>355</b>
£801-£1,000	12	42			
£1,001-£2,000	28	62	<b>Maximum award<sup>20</sup></b>		<b>£83,000</b>
£2,001-£4,000	30	51	<b>Median award</b>		<b>£1,273</b>
£4,001-£6,000	10	19	<b>Average award<sup>21</sup></b>		<b>£2,830</b>

<sup>18</sup> This does not include costs awarded for waste or preparation

<sup>19</sup> There are four cases where a cost award over £10K has been recorded. In the first case costs were determined by a county court, in the second case a cost award of over £50K was made at Tribunal, in the third case the claimant was ordered to pay costs of £10K to each of four respondents, and, in the final case a cost award was made of £11K but capped at £10K.

<sup>20</sup> The level of costs was determined at county court.

<sup>21</sup> There are 3 Cases where an award was made to the Secretary of State with awards of £500, £750, & £4,060

**Table 13: Summary of Receipts and Disposals at EAT**

<b>Appeals Received</b>	<b>2,048</b>
<b>Appeals Disposed</b>	
Rejected - out of time	279
Rejected – no reasonable prospect of success	959
Withdrawn prior to registration	167
Withdrawn after registration <sup>22</sup>	150
Struck out	23
Dismissed at preliminary hearing <sup>23</sup>	60
Disposed at full hearing <sup>24</sup>	363
<b>Total Disposed</b>	<b>2,001</b>

**Table 14: Cases dealt with at preliminary hearings by EAT**

	Brought by employers	Brought by employees	<b>All</b>
Dismissed at hearing	13	47	<b>60</b>
Allowed to full hearing	33	83	<b>116</b>
<b>All</b>	<b>46</b>	<b>130</b>	<b>176</b>

**Table 15: Appeals disposed of by EAT at a full hearing**

	Brought by employers	Brought by employees	<b>All</b>
Dismissed at hearing	67	102	<b>169</b>
Allowed	56	35	<b>91</b>
Allowed & remitted	50	53	<b>103</b>
<b>All</b>	<b>173</b>	<b>190</b>	<b>363</b>

**Table 16: Appeals withdrawn**

	Brought by employers	Brought by employees	<b>All</b>
Withdrawn before Preliminary hearing	10	12	<b>22</b>
Withdrawn before Full hearing	77	51	<b>128</b>
<b>All</b>	<b>87</b>	<b>63</b>	<b>150</b>

<sup>22</sup> See table 16

<sup>23</sup> See Table 14

<sup>24</sup> See Table 15



## **Explanatory Notes**

### **ET Information in Nottingham and Leicester**

Historically, Employment Tribunals statistics have been extracted from the ETHOS case management system. However, a pilot replacement system was developed (Caseflow). The pilot of the Caseflow system commenced in Nottingham in November 2009, and whilst steps were taken to protect the data through to the end of the 2009-10 reporting year (i.e. to 31 March 2010) the resource required to maintain duplicated entry onto the old ETHOS system was simply not sustainable. There was every expectation that the new system would be in a position to provide the data very early in the new reporting year. The pilot of Caseflow was extended to Leicester with effect from 24 May 2010. Data for Leicester was available from ETHOS up until that point.

The Caseflow system has now ceased and a reversion has taken place to the former ETHOS system. In some cases complete data has not been available for Nottingham and Leicester. Whilst there is robust data on receipts of claims, disposals (although likely to be a small undercount) and caseload outstanding, with regard to Nottingham and Leicester, jurisdictional claims and performance data is incomplete.

## **Data quality and sources**

Information presented in this report is management information drawn from a number of administrative sources. Although care is taken when processing and analysing the data, the details are subject to inaccuracies inherent in any large-scale recording system and it is the best data that is available at the time of publication. HMCTS is examining the quality of management information. Thus, it is possible that some revisions may be issued.

### **Revisions**

Some statistics were correct at the time of publication but have been revised following data quality checks or reconciliation. These values have been marked as 'r'.

## Definitions

**Receipt** – Volumetric term covering the acceptance of a case by a HMCTS Tribunal.

**Disposal** – A disposal is the closure of a case when work has ceased to be done. This can be through a claim being withdrawn, settled, dismissed or being decided at a hearing.

**Caseload outstanding** – The number of cases outstanding at the end of the period and still waiting to be dealt with to completion.

**Employment Appeal Tribunal** - The Employment Appeal Tribunal (EAT) is headed by a President (who is a High Court Judge) and a Registrar. It has offices in London and Edinburgh and also occasionally sits in Cardiff. The main function of the EAT is to hear appeals from decisions made by Employment Tribunals. An appeal must be on a point of law, i.e. it must identify flaws in the legal reasoning of the original decision. The EAT will not normally re-examine issues of fact. The EAT powers are set out in Part II of the Employment Tribunals Act 1996 (as amended) and the Employment Appeal Tribunal Rules 1993 (as amended).

**ET Claim** – 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.

**ET single and multiple claims** – Claims to the Employment Tribunal may be classified into two broad categories – singles and multiples. Multiple cases are where two or more people bring cases, involving one or more jurisdiction(s) usually against a single employer but not necessarily so, for instance in TUPE cases, and always arising out of the same or very similar circumstances. As a multiple, the cases are processed together.

**ET Jurisdiction** – The Employment Tribunal powers to hear a claim are determined by legislation, with statutory provisions defining the ambit of the jurisdiction that can be covered by a claim to an Employment Tribunal.

**ET Jurisdictional mix** – A claim may contain a number of grounds, known as jurisdictional cases. In any hearing, the tribunal has to decide upon the merits of the claim made under each jurisdiction e.g. unfair dismissal and sex discrimination. The total number of jurisdictions covered by each case gives a truer measure of workload than the number of claims. The jurisdictions covered by ET are wide ranging, from discrimination and unfair dismissals to issues around salary and working conditions.

**Hearing** – The hearing is a meeting at which the tribunal panel considers evidence (either orally or paper based) and reaches a decision (where the

decision may be to adjourn or to agree a final outcome). If the hearing is adjourned and restarted, it counts as one hearing.

Examples of hearings include:

- Paper hearings;
- Oral hearings;
- Case Management Discussions;
- Decision on Eligibility.

**Oral Hearing** – A hearing where the party (ies) and/or their representative(s) attend (this can be by telephone or by video conference).

**Paper Hearing** – Consideration of the case using documents, and not requiring any physical appearance by the parties.

**Withdrawal** – The applicant/claimant/appellant ceases action either before or at the hearing.

**Settlement** – Cases settled without the need for a hearing. A third party may have been involved in the process.

**Outcome of hearing** – The outcome of the hearing is the final determination of the proceedings or of a particular issue in those proceedings; it may include an award of compensation, a declaration or recommendation and it may also include orders for costs, preparation time or wasted costs either in favour or against an appellant. **Note:** ET records outcomes for each act (or jurisdiction), not for the hearing.

## Table conventions

### Rounding

Figures in the tables are rounded independently and thus may not add to figures because of rounding. The following conventions have been used throughout:

- Values less than 100 remain as unit values.
- Values from 100 to 999 are rounded to the nearest 10.
- Values of 1,000 and over are rounded to the nearest hundred.

### Notation

The following symbols have been used throughout the tables in this bulletin:

.	= Not applicable
..	= Not available
-	= Small Value
0	= Nil
(r)	= Revised data
(p)	= Provisional data

### Contact points for further information

Spreadsheet files of the tables and graphs contained in this document are also available for download from this address.

Press enquiries should be directed to the Ministry of Justice press office:

Email: [press.office@justice.gsi.gov.uk](mailto:press.office@justice.gsi.gov.uk)

Other enquiries about these statistics should be directed to:

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General information about the official statistics system of the UK is available from [www.statistics.gov.uk](http://www.statistics.gov.uk)