

Tribunals Statistics Quarterly January to March 2014

Employment Tribunals (Table 1.2)

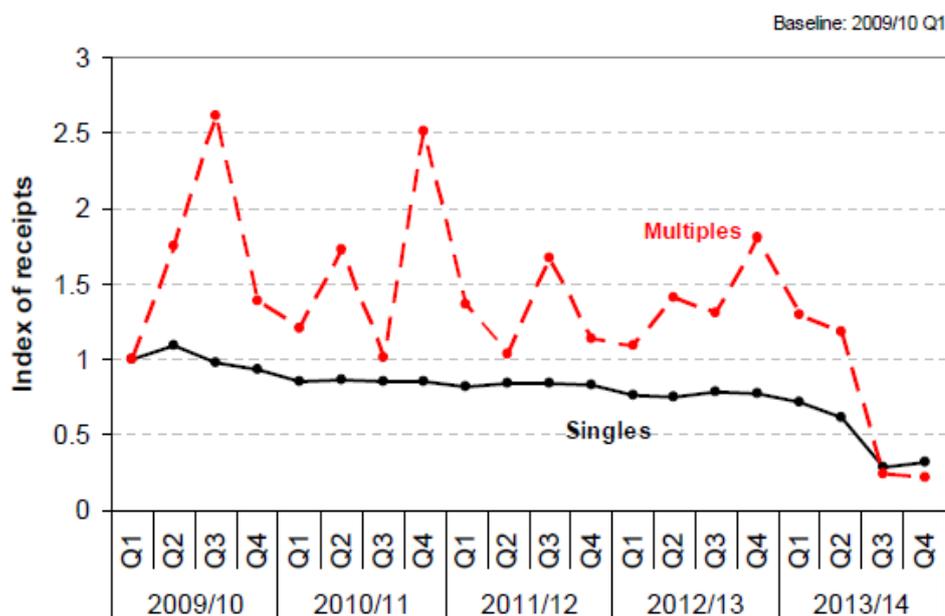
Claims in employment tribunals can be classified into either single¹ or multiple² claims. Single claims are made by a sole employee/worker, relating to alleged breaches of employment rights. Multiple claims are where two or more people bring proceedings arising out of the same facts, usually against a common employer. Both single and multiple claims can involve one or more jurisdictional complaints. Where claims are grouped as multiples, they are processed administratively and managed judicially together. We call these groups of claims 'multiple claims cases'.

A claim (either single or multiple) can be brought under one or more of different jurisdictions, for example under Age Discrimination or Equal Pay. Therefore the number of jurisdictional complaints is always greater than the total tribunal claims accepted. On average in January to March 2014, there were 2.2 jurisdictional complaints per receipt.

In employment tribunals, the number of single claims received in January to March 2014 was 5,619 – 59% fewer than in the same period of 2013. The number of multiple claims was 5,348, which related to 435 multiple claim cases. The number of multiple claims cases has been falling over the last few quarters, from around 1,500 in January to March 2013 to around 400 in January to March 2014.

The trend in single claims has been declining for the last five years, while the trend in multiple claims is more volatile due to large numbers of claims against a single employer which can skew the national figures and have to be resubmitted each quarter (such as the airline industry cases over the last few years which are now mainly disposed). This is illustrated in Figure 3 below. As the number of single and multiple claims are on such different scales, they have been indexed with a baseline of Q1 2009/10 = 1.

Figure 3: Index of ET multiple and single claim receipts⁵



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 as a claim only once.

² Multiple cases are where two or more people bring claims, involving one or more jurisdiction(s) usually against a single employer but not necessarily so, for instance in Transfer of Undertakings (Protection of Employment) Regulations (TUPE) cases, and always arising out of the same or very similar circumstances. As a multiple, the cases are processed together.