

## **Employment Tribunal Cases Continue to Soar**

The latest Employment Tribunal statistics recently published for 2009-10 show a 56% increase in employment tribunal cases in the last twelve months. The steep increase is largely the result of multiple claimant claims, which rose by nearly 90 per cent. Multiple claims are where two or more people bring cases with the same or similar circumstances. These are often with union support and relate to equal pay, working time, TUPE and redundancy.

There was a 17% increase in the number of claims associated with unfair dismissal, breach of contract and redundancy likely to be caused by the economic recession.

The largest single category of claims is linked to working time closely followed by those for un-authorised deductions. Discrimination cases continue to rise except those for sex discrimination. Equal pay disputes have reduced in number.

The tribunal system is struggling to keep pace with the increasing claims and there are 400,000 cases still remaining that need to be disposed of. Cases are taking longer and longer to get to court which means increased costs and stress for companies faced with a tribunal claim.

Sandra Beale of SJ Beale HR Consult, who provides HR and employment law and employment tribunal support to companies, states there are a few simple rules that employers should follow to avoid the headache and stress of costly employment tribunal compensation.

When dealing with grievance, discipline, dismissal and redundancy legal guidelines laid down in employment legislation should be adhered to, she says. It is very important that all procedures are documented. There should be clear policies in place which are closely followed, notes should be taken at meetings and confirmation letters of discussions sent.

If companies are struggling with employment law requirements or have received an employment tribunal claim they can talk to Sandra Beale on 07762 771290 or email [info@sjbealehrconsult.co.uk](mailto:info@sjbealehrconsult.co.uk) for clear simple advice. See [www.sjbealehrconsult.co.uk](http://www.sjbealehrconsult.co.uk) for more details.