

## Employment E-Brief No. 108

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### FINALLY SOME GOOD NEWS FOR EMPLOYERS - TRIBUNAL CLAIMS DROP 25%

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The Employment Tribunal service has revealed statistics showing that Employment Tribunal claims are at a seven year low. This equates to a drop of 25%.

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The most common claim remains unfair dismissal, accounting for almost 46% of the total. Unauthorised deductions of wages and breach of contract are the next most common.

Cases brought under the new rules prohibiting religious belief or sexual orientation discrimination totalled just under 700.

The drop in claims is possibly due to the new disciplinary and grievance rules which came into force last October.

Unfortunately, however, a number of employers are still not complying with these new rules and thereby having technical claims being brought against them. The new rules, whilst a pain, are relatively easy to comply with and employers are urged to take advice before any decision to dismiss is taken so as to ensure that they are followed.

The cost of getting it wrong are:

<i>Nature of Case</i>	<i>Maximum Award</i>	<i>Median Award</i>	<i>Average Award</i>
Unfair dismissal	£75,250	£3,476	£7,303
Race discrimination	£170,953	£6,699	£19,114
Sex discrimination	£179,026	£6,235	£14,158
Disability discrimination	£148,681	£7,500	£17,736

Source: *The Employment Tribunals Service Annual Report 2004-05*

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