

Employment E-Brief No 75

EMPLOYMENT TRIBUNAL STATISTICS

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The Employment Tribunal Service Annual Report for 2003/2004 shows the following:

- Applications to Tribunals increased by 17%.
- Cases are becoming more complex, particularly those covering discrimination.
- Just under 1,000 Cost Orders were made. A third of these were in favour of the employee and two-thirds in favour of the employer.
- 37% of cases were settled through ACAS, 31% were withdrawn, 14% were successful, 10% were unsuccessful and 8% were disposed of in other ways.
- The number of appeals were up.

What these statistics show is that getting employment law right in the workplace continues to be as important as ever and it is something no employer can afford to disregard. This issue is made all the more acute by the fact that as from October 2004 every employer will be subject to compulsory disciplinary and grievance procedures; which if not followed will result in automatic penalties in the Tribunal.



Metcalfes will be exhibiting at the above - a must attend event if you own or manage a business.

[www.b2bwest.co.uk](http://www.b2bwest.co.uk)

For details and registration.

28<sup>th</sup> July 2004

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