

Number of Employment Tribunals in the UK increases by 2.8%

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October 17, 2013 (FPRC) -- The number of employment tribunal claims lodged with the Employment Tribunal Service in 2012 / 2013 [1st April 2012 - 31st March 2013] has reached 191,541, which represents a 2.8% increase on the 2011/ 2012 figures.

Alan Price, Group Director for Peninsula Business Services said today, "Employment Tribunals are won in the workplace by ensuring that you have fair workplace policies and procedures. The annual figures show an increase in the number of tribunal claims, with this clearly showing employees know more about their employment rights than ever before, so if you have sound policies in place then you will be in a better position to defend a tribunal."

Price continues, "If a tribunal claim is made against you then the natural impulse is for you to clear your name. People find it hard to accept that they were wrong so it is harder to look at the case dispassionately when you have been personally involved. This will colour your judgement and make it harder for you to assess the situation objectively."

"As a company, when deciding whether to settle or fight a tribunal claim you have to weigh up the costs and consequences of each option. There are no guarantees at tribunal so there is always the chance that you will lose. They are also public hearings so there is the potential for adverse publicity."

Price concludes, "Having watertight policies and procedures is going to help you defend your business, however there is always the chance that a disgruntled worker will make a claim. Having clear, correct and fair rules will go a long way in ensuring that a fair decision is made and the impact on you and your business will be proportionate. If you are taken to employment tribunal then ensure that you obtain professional advice to help defend your business."

Website: <http://www.peninsulagrouplimited.com>

Notes to editor:

- Peninsula Business Services is the UK's largest employment law consultancy.
- Alan Price is Group Director for Peninsula Business Services.
- For further clarification please contact Sammual-James McLoughlin or Danny Mulcahy on 0161 827 8511.
- 191,541 employment tribunal applications were made in 1st April 2012 - 31st March 2013, compared with 186,331 in the year previous.

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Keywords

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