

Employment tribunal claims on the increase

We would like this opportunity to raise awareness of the service that Cooper Parry's HR Consulting is offering in supporting businesses with employment tribunal claims. Recently published figures from the Employment Tribunals Services has shown a 15% increase in the number of tribunal claims for the period 1 April 2006 to 31 March 2007 compared with the previous years figures for the same period.

This huge rise is in part down to the new Age Discrimination legislation brought in mid way through the period but increases in the number of claims have risen steadily in the last few years across the board in areas such as unfair dismissal, equal pay, sex discrimination and disability discrimination. The increase in the number of employment tribunal claims has once again led to leading figures within the business world criticising the increasing compensation and claims culture which appears to be on the rise in the UK.

Alongside the increase in the number of claims made to the tribunals, a rise in the amount awarded to claimants has also increased. The average award for disability discrimination now stands at £15,059 with the maximum award topping £138,000. Added to that is the award for costs with the average award now standing at £2,079. With these sort of sums of money being involved, not to mention the cost of the time taken for key people to be away from the workplace and the potential cost of negative publicity to a Company's reputation, it is crucial that employers receive practical and prudent advice. Whilst there is often the expertise from HR professionals in large organisations for representation and advice, it is often the smaller organisations which operate without HR departments that suffer. This is where Cooper Parry's HR Consulting team can help.

The team offer a complete tribunal claim service from preparation of documentation, liaising with solicitors and ACAS, negotiating settlements and actually representing your business at the hearing. Furthermore, the HR Consulting team will offer balanced advice to businesses as to whether a tribunal claim is worth pursuing or if the right settlement would be the most advantageous way to proceed. Not only that but the team of consultants are in a unique position where they are able to look at your businesses HR processes in a holistic way due to their years of HR experience, enabling your business to safeguard against future claims.

With an increase in the number of claims being made to Employment Tribunals it is paramount that employers are protecting themselves against claims by receiving the right advice at the right time.

If you wish to discuss this further with our HR Consultancy team please call 01332 295 544 or email Clare Johnson on clarej@cooperparry.com or Lynn Williams on lynnw@cooperparry.com.