



This Week in Employment Law

Yearly Tribunal Stats Show 27% Increase in Single Claims

The latest employment tribunal (ET) statistics have been revealed, covering the period from January–March 2019, which means we now have a full picture of the key trends for the financial year (April–March 2018/19):

- 9,505 single claims were received between January-March 2019 which is a 6% increase on the same quarter in 2018.
- Working time (9,822), unfair dismissal (4,768) and disability discrimination (1,688) were once again popular claims during this quarter.
- Over 120,000 claims were lodged throughout the financial year 2018/2019 as a whole, with 35,429 of these being single claims.
- This is a 27% increase in the number of single claims when compared to the previous financial year and is the equivalent of 97 single claims per day.
- The most popular claims for the financial year were unauthorised deduction of wages (22,151), equal pay (26,860) and working time (49,199).
- 9% of all claims were successful at an ET during this time, which is a significant number for employers to consider.
- It is once again crucial that employers understand their legal obligations at work as the removal of fees, coupled with an increased awareness of employment rights amongst workers, continues to influence tribunal activity.

Theresa May plans to increase paternity leave

Theresa May is reportedly planning to introduce 12 weeks of paid paternity leave for fathers in the UK as one of her 'legacy policies' before she departs as Prime Minister. Although not yet confirmed, this would be a significant increase to the current 2 week statutory allowance.

Did you know?

The idea of extending paternity leave for fathers was recently proposed by the Women and Equalities Committee in their latest report.. However, there are concerns amongst MPs and business owners about how an increase in paternity leave could affect smaller employers with limited resources.

Met Police offer part-time training to new recruits

The Metropolitan Police has announced that new officers will be able to complete their training on a part-time basis before moving into a full time position once the training is complete. This move has been agreed to in order to attract a more diverse range of applicants to the force.

Did you know?

Taking a flexible approach to working routines is likely to appeal to a wider range of applicants. Although there is currently no need to identify that jobs are available for flexible working from day one, the government has mentioned this as a potential option for the future.

8 in 10 SMEs lack health and wellbeing strategy

A study by AXA has revealed that 8 out of 10 small and medium size enterprises (SMEs) don't have a health and wellbeing strategy in place. This means that thousands of businesses could be missing the opportunity to reduce sickness related absences.

Did you know?

Sickness related absences and presenteeism are said to cost the UK economy £77.5 billion a year. However, having the right strategy in place will enable you to guard against the early signs of sickness and manage employees' return to work in an effective and appropriate manner.

With the number of ET claims continuing to increase on a quarterly and annual basis employers should be more careful than ever to ensure their business practices are in line with existing legislation. Therefore, to keep your own business safe from tribunal proceedings in the future make sure to give our expert 24 Hour Advisory Service a call.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.