

Employment tribunals: Statistics published

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Employment tribunal quarterly statistics for July to September 2022 show a decrease in claims overall, a slight increase in single claims, and a decrease in multiple claims.

THE FACTS

Headline statistics from the quarterly report published by the Ministry of Justice comparing employment tribunal claims for Q2 2022/2023 with Q2 2021/2022 are:

- Employment tribunals received 19% fewer claims in Q2 2022/2023 than in Q2 2021/2022.
- Tribunals disposed of 6% more claims in Q2 2022/2023.
- Single claims increased by 6% compared to Q2 2021/2022.
- Single claim disposals decreased by 5% compared to Q2 2021/2022.
- 10,000 multiple claims were received, representing a decrease of 32% compared to Q2 2021/2022.
- Disposals of multiple claims increased by 24%.
- At the end of September 2022, there were 493,000 claims outstanding, 448,000 of which were multiple claims and 45,000 of which were single claims.
- Outstanding caseload decreased by 3% compared to Q2 2021/2022.
- 630 claims received compensation for unfair dismissal. The mean award was £13,541 (compared to a mean award of £12,080 in 2020/2021).

Annual award statistics for 2021/2022 show that:

- There were 200 discrimination cases in which compensation was awarded in 2021/2022. The maximum award was £228,117 for a race discrimination case.
- The second highest discrimination award was for a similar amount - £225,893 - in a disability discrimination case.
- The highest award for an unfair dismissal case was £165,000 which must have involved an element of whistleblowing where the unfair dismissal cap does not apply.

We have set the full table out here:

	Maximum Award	Median Award	Average Award
Unfair Dismissal	165,000	7,650	13,541
Race Discrimination	228,117	14,120	27,607
Sex Discrimination	184,961	17,959	24,630
Disability Discrimination	225,893	14,000	26,172
Religion/Belief Discrimination	35,000	25,968	19,709
Age Discrimination	60,914	12,480	18,623

Sexual Orientation Discrimination	88,362	28,384	32,680
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WHAT DOES THIS MEAN FOR EMPLOYERS?

We are often asked about the number of claims being issued and dealt with by the employment tribunal, as well as average compensation awarded to successful claimants. These statistics will therefore be of interest, despite the fact that compensation awards will inevitably vary year on year because cases are fact specific.

[GOV.UK Main Tables \(July to September 2022 Statistics\)](#)

[GOV.UK Employment Tribunal and Employment Appeal Tribunal Statistics Tables 2021 to 2022](#)

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