



Ministry
of Justice

Tribunals and Gender Recognition Certificate Statistics Quarterly

April to June 2015

Ministry of Justice
Statistics bulletin

10th September 2015

Contents

Introduction	2
Key Findings	4
1. Receipts	6
2. Disposals	13
3. Caseload Outstanding	17
4. Timeliness	19
5. Gender Recognition Certificate Statistics	23
6. Employment Tribunal and EAT statistics – financial year 2014/15	29
Annex A: Data quality and sources	32
Explanatory Notes	34
Annex B: Tribunal and Jurisdiction List	34
Annex C: Monthly and Regional Employment Tribunal Receipts	35
Annex D: Experimental statistics - Employment Tribunal Fees	40
Annex E: Accompanying Tables and files	50
Annex F: Policy Changes	54
Annex G: Useful Publications	57
Contacts	59

Introduction

Tribunals are specialist judicial bodies which decide disputes in particular areas of law. Appeals to tribunals are generally against a decision made by a Government department or agency. The exception to this is the Employment Tribunal where cases are on a party v party basis (specifically, employee versus employer). There are tribunals in England, Wales, Scotland and Northern Ireland covering a wide range of areas affecting day-to-day life. Her Majesty's Courts & Tribunals Service (HMCTS) administers many of them although some are the responsibility of the devolved governments in Scotland, Wales and Northern Ireland.

This report focuses on information on receipts (e.g. the acceptance of a case by HMCTS), the outcome of cases by category (e.g. cases disposed of at hearing) and the caseload outstanding for the three largest tribunals (Employment, Immigration and Asylum and Social Security and Child Support). These three largest tribunals accounted for over 70% of tribunal receipts in 2014/15. Statistics relating to Gender Recognition Certificates, which were previously in a separate publication, are now provided in this report. Annex C provides monthly and regional breakdowns of receipts for Employment Tribunals. Annex D provides the third series of experimental statistics on Employment Tribunal Fees.

This edition includes Employment Tribunal and Employment Appeals Tribunal (EAT) information relating to the financial year 2014/15.

Excel tables that accompany this report contain details of the smaller volume tribunals which are not covered in the text presented here. Please note that this publication does not include data on tribunals not covered by HMCTS. The accompanying CSV files contain the same data as in the Excel tables, but in a machine readable format. This allows users to conduct their own analysis, and is part of the Ministry of Justice's commitment to open data.

Further information on Civil and Administrative Justice statistics, including information on the data sources and terminology used in this report, can be found in the **Guide to Civil and Administrative Justice Statistics**. www.gov.uk/government/statistics/guide-to-civil-and-administrative-justice-statistics

The next issue of Tribunal and Gender Recognition Certificate Statistics Quarterly is scheduled to be published on 10th December 2015, covering the period July to September 2015, and will include the Special Educational Needs and Disability Tribunals statistics for the academic year 2014/15.

Users of the statistics

The main users of these statistics are Ministers and officials in central government responsible for developing policy with regards to tribunals. Other users include lawyers and academics, other central government departments such as the Department for Business, Innovation and Skills (BIS), the Home Office and the Department for Work and Pensions (DWP), and non-governmental bodies, including various voluntary organisations, with an interest in administrative justice.

Key Findings

This report presents the latest statistics on type and volume of tribunal cases that are received, disposed of or outstanding as of the first quarter of the financial year 2015/16 (April to June 2015). There is also a chapter presenting the latest trends in Gender Recognition Certificates awarded and a chapter providing annual statistics for the Employment Tribunal and Employment Appeals Tribunal.

Receipts and disposals

In April to June 2015, HMCTS tribunals recorded a 30% increase in receipts (to 97,000) and a 21% decrease in disposals (to 96,500) compared to April to June 2014. The increase in receipts is driven by the number of SSCS appeals which was up 71% on the same period last year. The decrease in disposals is also driven by SSCS (down 35%) due to an overall reduction in volume of cases. Despite the increase seen in receipts in this quarter, the number remains substantially lower than the peak seen at the end of 2012/13 (257,000).

Caseload outstanding

For all tribunals combined, the caseload outstanding at the end of June 2015 was 363,500, down 40% on last year, driven by the reduction in number of receipts overall, the large number of Employment Tribunal multiple claims disposals in the financial year 2014/15 and a review of outstanding Employment Tribunal cases which closed around 10% of existing single cases from the outstanding caseload.

Timeliness

In April to June 2015, the average age of an SSCS Tribunal appeal at disposal was 19 weeks, which is down 11 weeks on the same period in the previous year.

For First-tier Tribunal Immigration and Asylum Chamber cases, the average clearance time for cases disposed of in April to June 2015 was 30 weeks, 1 week longer than last year.

For Employment Tribunals, the average clearance time of a single claim was 30 weeks, 8 weeks less than in the same period last year. The average clearance time for multiple claim cases was 188 weeks in April to June 2015, up from 140 weeks in the previous year.

Gender Recognition Panel

In April to June 2015, 100 applications were received by the Gender Recognition Panel, the highest number of applications recorded in a quarter since the beginning of the series in 2009/10. Of the 104 disposals, 93 (89%) were granted full Gender Recognition Certificates.

Employment Tribunal and Employment Appeal Tribunal – 2014/15

Over the financial year 2014/15, 75% of claimants were represented by a lawyer at Employment Tribunals, up from 71% in 2013/14. There was a total of 219 discrimination cases where compensation was awarded, the maximum amount awarded (£557,039) was in the Sexual Discrimination jurisdiction.

In 2014/15, the Employment Appeal Tribunal (EAT) received 1,200 appeals (down 30% on 2013/14) and disposed of 1,300 appeals (down 20% on 2013/14). These reductions reflect the overall drop in the number of claims in the Employment Tribunal.

Employment Tribunal Fees

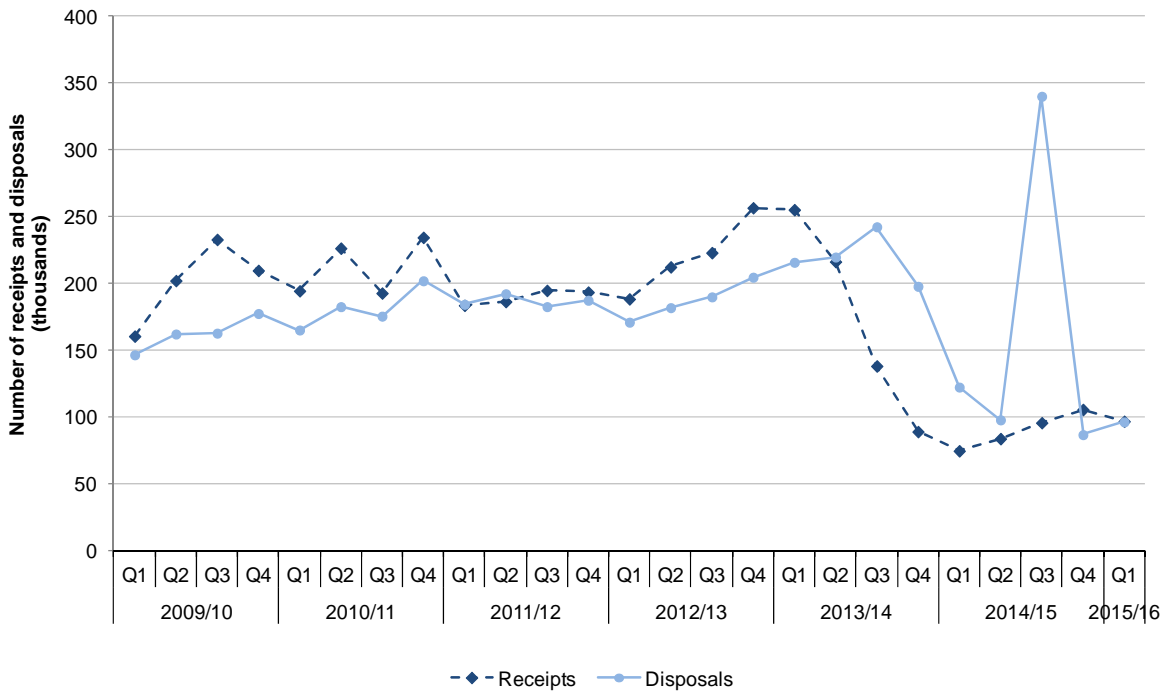
In April to June 2015, there were 5,400 Employment Tribunal issue fees requested. Of these, 3,700 (68%) cases had the full issue fee paid outright whilst 1,100 (21%) cases were awarded either a full or partial issue fee remission. For the remaining 600 (11%) cases, it appears that the claim was not taken further.

1. Receipts

HMCTS Tribunals recorded 97,040 receipts in the period April to June 2015, which is up 30% when compared with the same period of 2014. Social Security and Child Support (SSCS) accounts for 40% of these receipts, a further 22% were First-tier Tribunal Immigration and Asylum Chamber (FTTIAC), and 13% were in Employment Tribunals (ET).

Figure 1 shows trends in both receipts and disposals since Q1 2009/10. Typically the number of receipts has been greater than the number of disposals. However, between Q2 2013/14 and Q3 2014/15, HMCTS has disposed of more tribunal claims than it received. Note that these figures are receipts and disposals in the quarter being reported, and receipts in one period are likely to be dealt with in subsequent periods.

Figure 1: Receipts and disposals for all tribunals, 2009/10 to Q1 2015/16¹



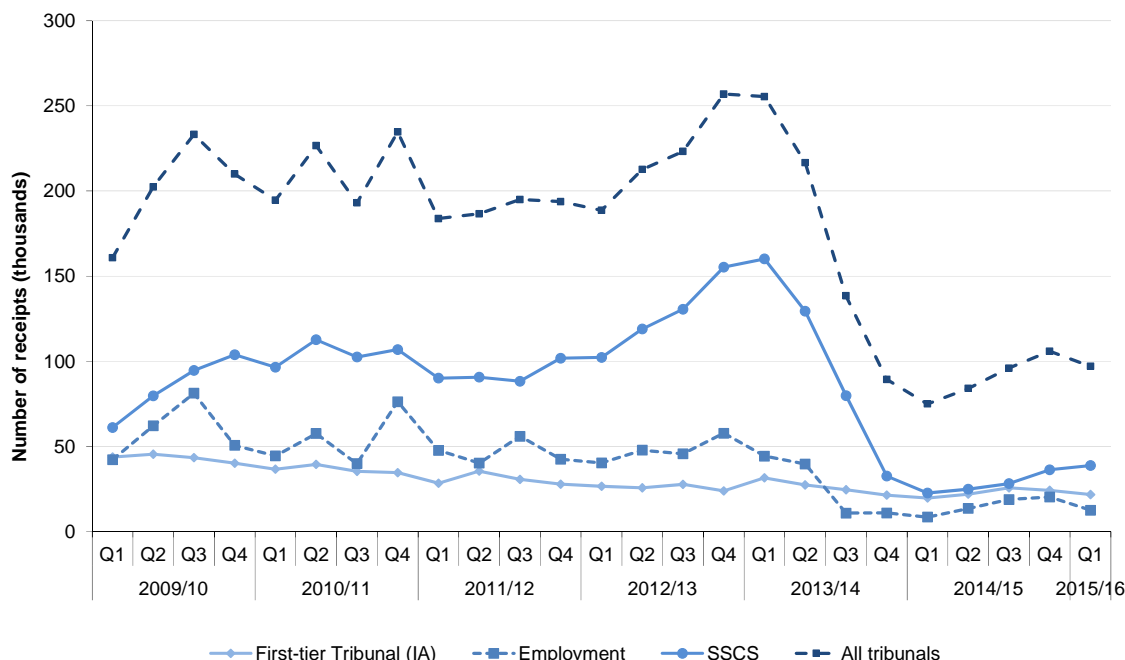
What has driven this?

Figure 2 illustrates the receipts by the largest tribunals. As SSCS is the largest tribunal, this drives the overall trend up to Q1 2014/15, when the number of SSCS appeals fell to its lowest. This fall in SSCS appeals is due to a number of factors, one of which being the Government’s welfare reforms, including the introduction of mandatory reconsideration. After this

¹ The peak in Q3 2014/15 is due to 243,000 Employment Tribunal multiple disposals relating to one case.

point, the overall trend follows a gradual increase that can be seen across all three tribunals.

Figure 2: Tribunal receipts by jurisdiction, 2009/10 to Q1 2015/16



Employment Tribunals (Table 1.2)

Claims are counted as received in the Employment Tribunal once the relevant issue fee has been paid or remitted, and the tribunal have accepted the claim as valid. Table D1 in Annex D shows the total number of cases (see below for definitions) where a fee request was issued to the claimant, and tracks through the fee activity that occurs subsequently. In most cases the fee is paid or remitted, but not all. Those that do not pay the fee, or balance of it, will not be passed to the Employment Tribunal and will not appear in the cases received total. Those that do pay, or are remitted, are then vetted by the Employment Tribunal to ensure they have a valid claim, if they do not the claim will be rejected. Those that do have a valid claim are accepted and acknowledged by the Employment Tribunal and show in Table 1.2 as receipts on the date they are accepted. Cases received in table 1.2 will, therefore, not correspond to Table D1.

Claims in employment tribunals can be classified into either single² or multiple³ claims. Single claims are made by a sole employee/worker,

² A claim may be brought under more than one jurisdiction or subsequently amended or clarified in the course of proceedings, but will be counted as a claim only once.

³ Multiple cases are where two or more people bring claims, involving one or more jurisdiction(s) usually against a single employer but not necessarily so, and always arising out of the same or very similar circumstances. As a multiple, the cases are processed together.

relating to alleged breaches of employment rights. Multiple claims are where two or more people bring proceedings arising out of the same facts, usually against a common employer. Both single and multiple claims can involve one or more jurisdictional complaints. Where claims are grouped as multiples, they are processed administratively and managed judicially together. We call these groups of claims 'multiple claims cases'.

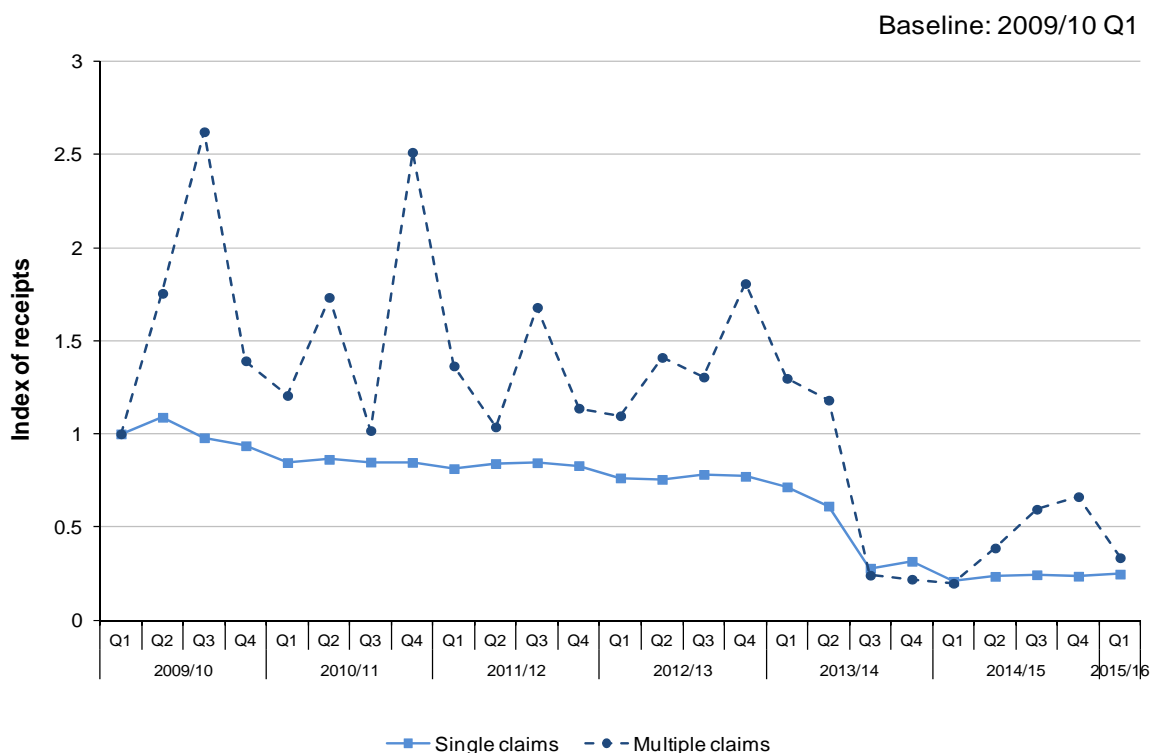
A claim (either single or multiple) can be brought under one or more of different jurisdictions, for example under Age Discrimination or Equal Pay. Therefore the number of jurisdictional complaints is always greater than the total tribunal claims accepted. On average in April to June 2015, there were 2.0 jurisdictional complaints per claim accepted.

The number of single claims received in April to June 2015 was 4,403 – an increase of 19% on the same period of 2014. The trend in single claims had been gradually declining since 2009/10 up until Q2 2013/14, and then saw a sharp drop in Q3 2013/14 following the introduction of Employment Tribunal fees in July 2013 (further information on this can be found in Policy Changes section, page 41). There was a small increase in single claims in Q4 2013/14 which was then followed by a historically low number of claims in Q1 2014/15 when ACAS introduced Early Conciliation. It should be noted that the 19% increase in April to June 2015 is in comparison to this historical low and the number of claims has remained relatively steady over the last four quarters.

The number of multiple claims received in April to June 2015 was 8,160, up by 69% compared to the same quarter last year. The claims related to 380 multiple claim cases, down 3% (13) over the same time period. The increase seen in multiple claims is partly due to the low number of receipts in April to June 2014 following the introduction of fees, and partly due to two groups of multiple claims in the North West and Scotland.

The trend in multiple claims is more volatile than single claims due to large numbers of claims against a single employer which can skew the national figures. This was particularly acute prior to October 2013 when a small number of multiple cases against the airline industry had to be resubmitted each quarter. This is illustrated in Figure 3 below. As the number of single and multiple claims are on such different scales, they have been indexed with a baseline of Q1 2009/10 = 1.

Figure 3: Index of Employment Tribunals multiple and single claim receipts⁴, 2009/10 to Q1 2015/16



Immigration and Asylum (Tables 1.3a and 1.3b)

The First-tier Tribunal (Immigration and Asylum Chamber) is an independent Tribunal which deals with appeals against decisions made by the Home Office in immigration, asylum and nationality matters. The Upper Tribunal (Immigration and Asylum Chamber) is a superior court of record dealing with appeals against decisions made by the First-tier Tribunal (Immigration and Asylum Chamber).

In the period April to June 2015, there were 21,719 First-tier Tribunal Immigration and Asylum Chamber (FTTIAC) receipts; an increase of 10% when compared with the same period in 2014. In the Upper Tribunal Immigration and Asylum Chamber (UTIAC) there were 2,389 receipts, down 15% (438 receipts) when compared with the same period in 2014.

Managed Migration appeals are generated by people already in the UK who have been refused permission to extend their stay. In the FTTIAC, this type of case accounted for just over half (53%) of all receipts in April to June 2015 and was almost equal to the same period in the previous year (up by 11 appeals). Managed Migration was also the highest proportion of cases in the UTIAC, accounting for 58% of all such appeals and saw a 14% decrease compared to the same period in the previous year, to 1,389 receipts.

⁴ The index compares the number of receipts with the baseline quarter. It shows the trend in single and multiple receipts but does not enable comparisons of the *numbers* of each.

There were a total of 3,919 Asylum appeals received in the FTTIAC in April to June 2015, an increase of 65% on the same quarter in 2014. For the UTIAC, the number of Asylum appeals increased by 27% (to 503 appeals) over the same period.

In this quarter, the number of Entry Clearance appeals in the FTTIAC was 3,211, which is similar to the number received in April to June 2014 (decrease of 2%). In the UTIAC, the number of Entry Clearance appeals was 290, almost half of receipts in the same period last year. Family Visit Visas halved in the FTTIAC and declined by 45% to 63 in the UTIAC. There have been two changes to Family Visit Visa appeal rights in the last three years; please see the Policy Changes section for more information.

On 1st November 2013, 3,320 Immigration and Asylum Judicial Reviews transferred from the Administrative Court to the Upper Tribunal in a bulk transfer. However since then, the transferred Judicial Reviews are re-registered by the importing office (because the Upper Tribunal and Administrative Court have separate case management systems), so a case may show up in both sets of figures if it started the process in one and was concluded in the other. The table below shows the impact for 2013 and 2014 annual data – note that this includes all judicial reviews, civil (immigration and asylum), civil (other) and criminal.

Table 1: Total number of judicial reviews across all courts

	Total JRs (Admin court and UTIAC)	Of which Admin court JRs transferred to UTIAC	Of which UTIAC JRs transferred to Admin Court	Number of JRs assuming transfers were counted twice
2013	18,797	3,755	13	15,029
2014	20,063	105	336	19,622

Source: Administrative Court data

In the most recent quarter there were 4,325 Immigration and Asylum JR receipts at the UTIAC. The number of Immigration and Asylum JR cases that are dealt with by the Administrative court, can be found in the Civil Justice Statistics Quarterly publication⁵.

⁵ www.gov.uk/government/collections/civil-justice-statistics-quarterly

Immigration Act 2014

The Immigration Act 2014 removed a number of existing appeal rights against Home Office decisions. Refused applicants can now only appeal by first asserting a fundamental right to enter or remain in the UK. These are Protection, Removal of Refugee Status, Human Rights, or European Free Movement. It is a refusal of this decision that has an appeal right under the Act. Where appeal rights were removed and the applicant asserts the Home Office has made an error in its decision, there is now a right to an Administrative Review by the Home Office. Deprivation of Citizenship and Deportation where an appeal right is given by European law were not affected by the implementation of the Act and retain their previous appeal right.

The removal of appeal rights under the Immigration Act has been phased. In October 2014 in country points based applications from Tier 4 Students and their dependents plus non-European Foreign National Offenders had their appeal rights removed, followed by the remaining in country points based decisions in March 2015. The remaining decisions fell under the Immigration Act from April 2015.

There are now additional Home Office stages to go through before an appeal right can be exercised and the Act was commenced for the majority of Home Office decisions after 6th April 2015. A total of 2,180 cases were registered under one of the new post Immigration Act categories in the FTTIAC and a total of 144 were registered in the UTIAC.

Social Security and Child Support (Table 1.4)

In April to June 2015, 38,828 appeals against decisions were received; an increase of 71% when compared with the same period in 2014. Following the introduction of mandatory reconsideration for Personal Independence Payment and Universal Credit by DWP in April 2013, the number of appeals in April to June 2014 was at its lowest and has gradually increased throughout 2014/15.

Personal Independence Payment (PIP) appeals now account for 38% of all SSCS appeal receipts and the number of PIP appeals has been steadily increasing - from 1,287 in April to June 2014 to 14,751 in the most recent quarter. This increase accounts for over 80% of the overall increase in SSCS receipts over the past year. Figures from DWP show that this has been predominantly driven by an increase in Personal Independence Payment registrations and clearances (see Personal Independence Payment Official statistics

<https://www.gov.uk/government/statistics/personal-independence-payment-april-2013-to-april-2015>). This benefit is progressively replacing Disability Living Allowance from April 2013 for people aged between 16 and 64 who need assistance with personal care or mobility as a result of a physical or mental disability.

Employment Support Allowance accounted for 35% of the total Social Security and Child Support (SSCS) Tribunal receipts in April to June 2015 and saw a 55% increase from 8,703 in the same period in 2014 to 13,502 in the current quarter.

Job Seekers Allowance appeals increased from 1,074 in April to June 2014 by 41% to 1,515 in the current quarter – these appeals account for 4% of all SSCS tribunal appeals.

2. Disposals

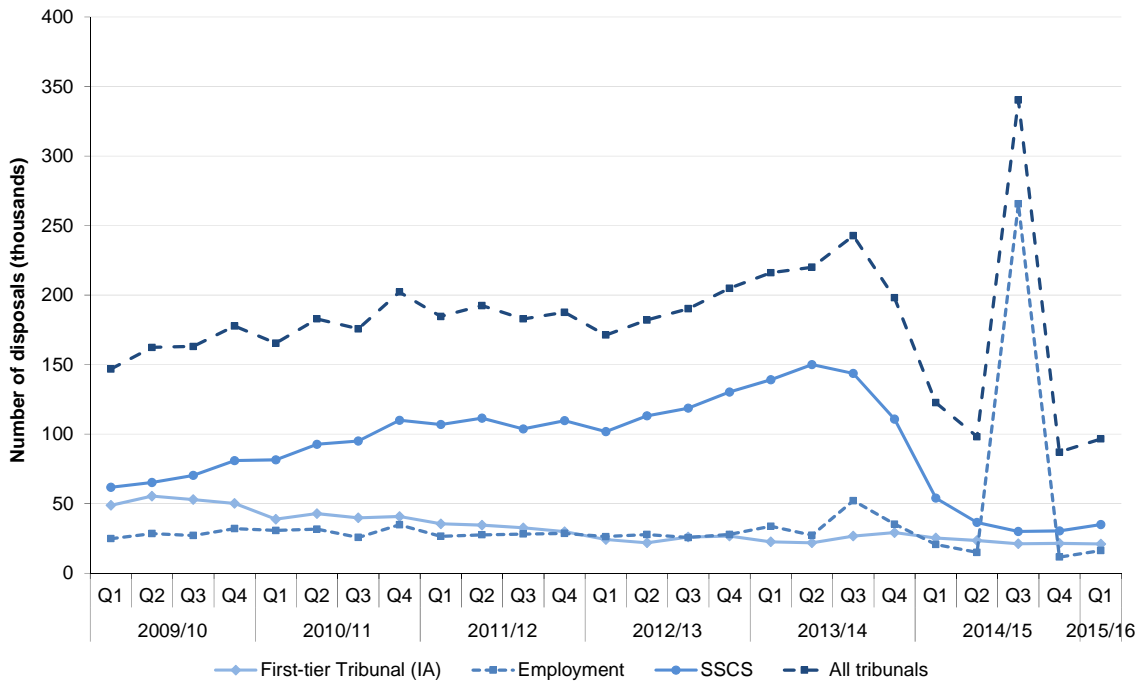
A disposal is the closure of a case when work is complete. This can be through a claim being withdrawn, settled, dismissed, transferred or being decided at a hearing (either orally or on paper).

There were a total of 96,560 cases or claims disposed of in April to June 2015, representing a decrease of 21% on the same period in 2014.

What has driven this?

Figure 4 shows disposals by the main tribunals. Social Security and Child Support (SSCS) Tribunal disposals in April to June 2015 were 35% lower than in April to June 2014 and accounted for 36% of the total disposals in this quarter. This is likely to be related to the reduction in receipts seen in previous quarters.

Figure 4: Disposals by Tribunal, 2009/10 to Q1 2015/16

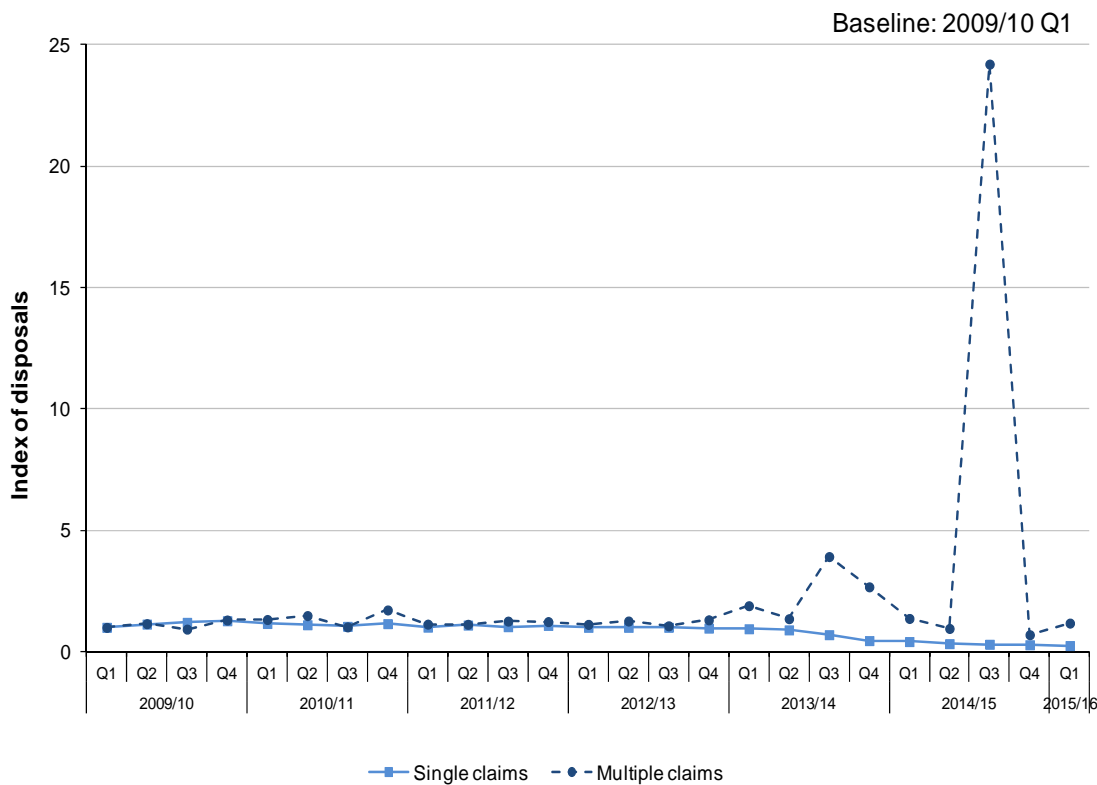


Employment Tribunal (Tables 2.1, 2.2 and 2.3)

The Employment Tribunal disposed of 16,263 claims during April to June 2015, a decrease of 21% on the same period in 2014. Multiple claims accounted for 78% of Employment Tribunals disposals, and are down 14% on April to June 2014. Single claims accounted for 22% of all disposals, and are down 39% on the same period last year.

The disposal rates for multiple claims tend to be more volatile, and can be affected by disposals of a few large cases. The peak in Figure 5 for multiple claims in Q3 2014/15 is due to the disposal of a large resubmitted Airline multiple claims case in that quarter. The 12,708 multiple claims disposed of in April to June 2015 related to 446 multiple claim cases, giving an average of 28.5 claims per multiple claims case.

Figure 5: Index of Employment Tribunal single and multiple disposals, 2009/10 to Q1 2015/16



In April to June 2015, 30,456 jurisdictional complaints were disposed of which is 32% less than same period of the previous year. On average, 1.9 jurisdictions were disposed of per claim.

Of the jurisdictional complaints that were disposed of in April to June 2015, 23% were for Equal Pay, 19% were for Unauthorised Deductions (formerly the Wages Act) and 18% were for Unfair Dismissal.

The largest changes in jurisdictional complaints in comparison to the same period last year were seen in Part Time Workers Regulations disposals,

which was down 92% from 437 to 37 and Redundancy (failure to inform and consult), which was down 90% from 3,542 to 347.

The largest proportion of outcomes were 'ACAS Conciliated Settlements', accounting for 44% of disposed claims, 24% of cases were Withdrawn and 12% of cases were Struck Out (claimant was not at hearing).

Immigration and Asylum (Tables 2.4a, 2.4b, 2.5a and 2.5b)

The First-tier Tribunal Immigration and Asylum Chamber (FTTIAC) disposed of 20,995 appeals, down 17% on April to June 2014.

The Upper Tribunal Immigration and Asylum Chamber (UTIAC) disposed of 1,689 appeals in April to June 2015, a decrease of 22% on the same quarter last year.

Managed Migration accounted for more than half of the First-tier disposals in April to June 2015, with Entry Clearance Officer and Asylum appeals accounting for 22% and 16% respectively. Of the 20,995 disposals, 74% were determined i.e. a decision was made by a judge at a hearing or on the papers; 15% were withdrawn; 8% were invalid or out of time, and 2% were struck out. Rules to allow cases to be struck out⁶ were introduced following the introduction of fee charging.

Managed Migration accounted for 60% of the Upper Tribunal disposals in April to June 2015, with Entry Clearance Officer and Asylum appeals accounting for 14% and 18% respectively. Of the 1,689 disposals, 78% were determined i.e. a decision to allow or dismiss the appeal was made by a judge at a hearing; 4% were withdrawn and 18% were remitted to the First-tier Tribunal.

Of the 15,593 cases that were determined at hearing or on paper (Table 2.5) in the First-tier Tribunal in April to June 2015, 61% were dismissed and 39% allowed. For the Upper Tribunal, of the 1,316 cases determined during the same period, 66% were dismissed and 34% allowed.

There were 4,225 Immigration and Asylum Judicial Reviews disposed of in April to June 2015, of which 63% were determined and 2% were transferred to the Administrative Court.

Social Security and Child Support (Tables 2.6 and 2.7)

The Social Security and Child Support (SSCS) disposed of 34,983 cases in April to June 2015, which is a decrease of 35% on the same period in the previous year.

⁶ Appeal closed administratively where the fee has not been paid, remitted or exempted.

Employment Support Allowance (ESA) disposals accounted for 38% of the total in April to June 2015, 27% were Personal Independence Payment disposals and 9% were related to Disability Living Allowance.

Of the total 34,983 SSCS disposals, 83% (28,984) were cleared at a hearing. The overturn rate⁷ for those cleared at hearing was 53%, i.e. 53% had the initial decision revised in favour of the claimant. This has increased from 43% in the same quarter last year.

The overturn rate varies by benefit type with 58% of ESA cases, 47% of Job Seekers Allowance cases and 23% of Housing/Council Tax benefit that were cleared at hearing having the original decision revised in favour of the claimant.

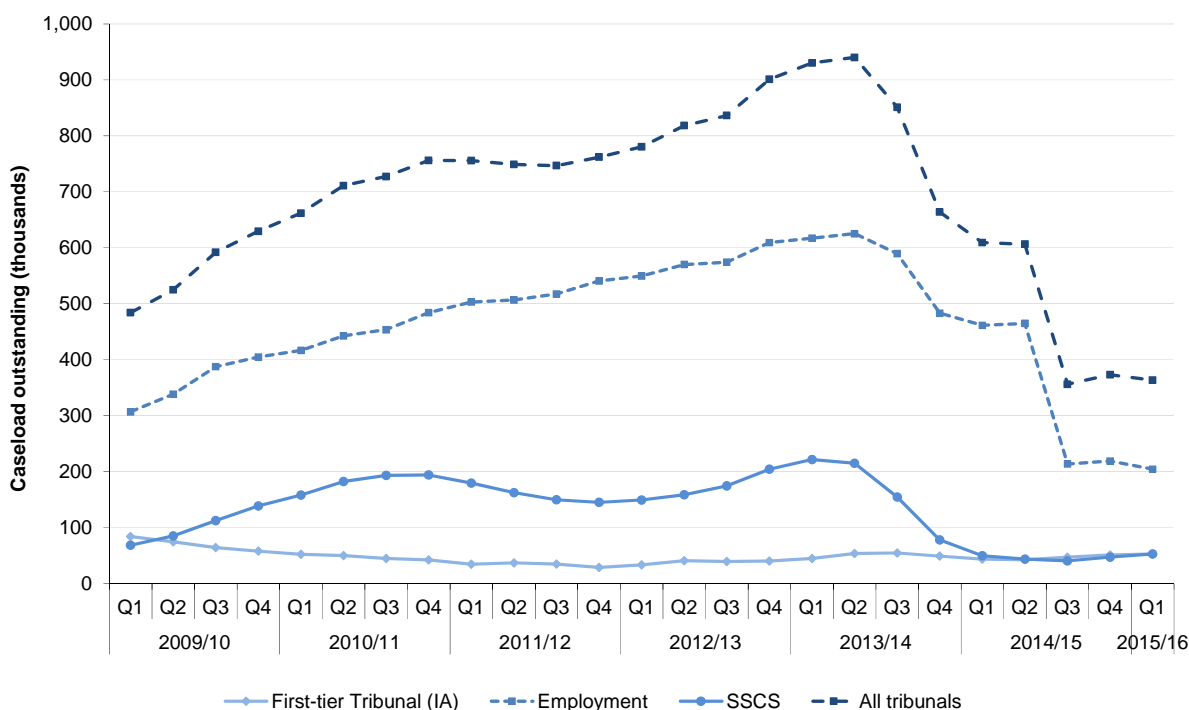
⁷ The overturn rate is the rate of decisions by the original body that are reversed.

3. Caseload Outstanding

At the end of June 2015, the caseload outstanding was 363,474. This is 40% lower than the same period last year (see Figure 6). This is driven by a decline of 56% outstanding cases in the Employment Tribunals.

The live caseload (caseload outstanding) is based on a snapshot of live cases at a specific point in time, once taken it cannot be revised or revisited. Because of this approach the caseload outstanding is currently based on a snapshot of the caseload on a specific day, and the change is not simply calculated by subtracting receipts and disposals.

Figure 6: Caseload outstanding as at the end of each quarter, June 2009 to June 2015

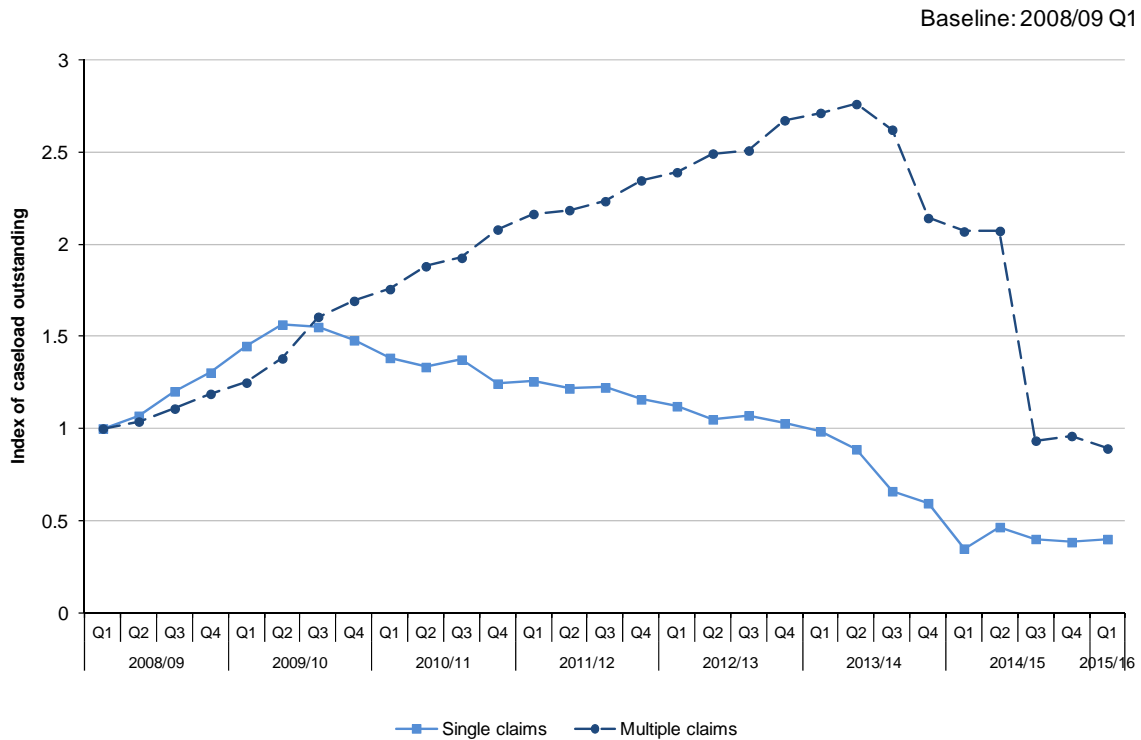


Caseload Outstanding (Table 3.1)

The majority (54%) of the outstanding caseload at the end of the quarter related to 'multiple' claims in Employment Tribunals. Multiple claims are often legally and factually complex and it is common for action on such claims to be deferred ('stayed', or 'sisted' in Scotland), for example pending the outcome of proceedings in appellate courts/tribunals on case management or other interim matters. This means that such claims are not yet ready to have a final hearing in the Employment Tribunal, and so the claim cannot be progressed to disposal. Resubmitting some large multiple claims on a quarterly basis also skewed the data up to September 2013. Figure 7 clearly shows the increase of multiples since 2008/09; with many cases being 'stayed' and remaining outstanding in contrast to the disposal of single claims. The decrease seen from Q2 2013/14 is mainly due to the disposal of a large number of multiple claims relating to a multiple working

time regulation airline case, and those claims no longer being resubmitted as new receipts. In addition, during October to December 2014, there was a review of all Employment Tribunals cases and around 10% of existing single cases were closed and removed from the outstanding caseload.

Figure 7: Index of Employment Tribunals single and multiple claims outstanding, 2008/09 to Q1 2015/16



The caseload outstanding in the First-tier Tribunal Immigration and Asylum Chamber accounted for 15% (52,991) of the overall cases outstanding and has increased by 21% compared to the same point in 2014. The caseload outstanding for Upper Tribunal Immigration and Asylum Chamber accounted for 1% (3,557) of the overall total and increased by 18% in comparison to the same period in 2014.

There were 53,009 SCS cases outstanding at the end of June 2015, accounting for 15% of all cases outstanding and an increase of 6% when compared to the same period in 2014.

4. Timeliness

This section provides information about the operation of tribunals to assist users to assess the efficiency and effectiveness of public services. The timeliness measures generally examine the process from receipt to the point at which the appellant is notified of the outcome of the hearing (or when a case settles, is withdrawn or struck out). When examining the measures, a number of points should be noted:

- The clearance times (expressed in weeks or years) are highly dependent upon the processes that take place within a tribunal and the type and complexity of a case. In some instances, appeals can be stayed because a judgement is awaited from another body (for example the Court of Appeal, Supreme Court or Administrative Court), or may be legally complex.
- The measures cannot be directly compared between one Tribunal and another because of the different processes and very diverse nature and requirements of individual jurisdictions. Thus, it is better to compare a specific Tribunal over time.

The information provided is based on the age at which cases were cleared.

Summary of Timeliness Measures (Tables 4.1 – 4.3)

The measures examine the age of a case when it is cleared or disposed of and gives the point at which 25%, 50% (the median), and 75% of cases were cleared, along with the average (mean). For example, for the Social Security and Child Support (SSCS) Tribunal, 75% of cases that were cleared in April to June 2015 were aged 19 weeks or less.

Table 2: Cumulative percentage of clearances in April to June 2015, by age of case at clearance

Tribunal	25% point	50% point	75% point	Average (mean)
First-tier Tribunal Immigration and Asylum	17 weeks or less	28 weeks or less	38 weeks or less	30 weeks
Employment (single)	15 weeks or less	22 weeks or less	35 weeks or less	30 weeks
Employment (multiple)	1-2 years or less	3-4 years or less	4-5 years	188 weeks
SSCS (all)	10 weeks or less	13 weeks or less	19 weeks or less	19 weeks

Employment Tribunals

For Employment Tribunals, the timescale recorded is from the date the claim was received by the tribunal to when details of the final judgement are given. The distribution for all Employment Tribunal cases is heavily influenced by the age of multiple cases (which can be stayed or await decisions from Higher Courts).

The mean age of a single claim at disposal in April to June 2015 was 30 weeks which is 8 weeks less than the same period in 2014. The mean age of a multiple claim case at disposal was 188 weeks, which is up by just under 1 year from 140 weeks in the same period in 2014.

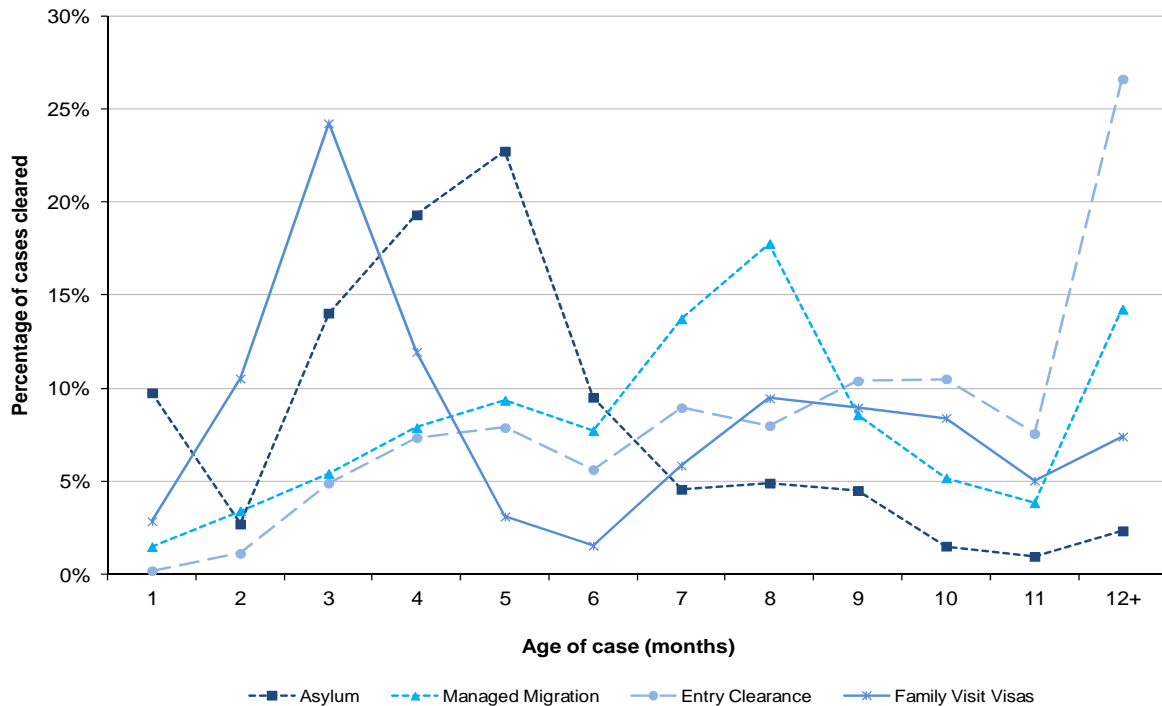
Clearances for Employment Tribunals were also examined by broad jurisdictional group. The results for April to June 2015 showed that Equal Pay cases had the longest mean clearance time of just over five years (267 weeks), while Working Time Regulations cases had the shortest average time of 34 weeks.

First-tier Tribunal Immigration and Asylum Chamber

The time is recorded from receipt by the tribunal to the time that a decision was notified to the appellant. The mean age of a case at disposal was 30 weeks in April to June 2015, which is 1 week longer than the same period last year.

Variations in clearance times between case types are due to different processing timescales which apply to each of the Immigration and Asylum jurisdictions. For example in April to June 2015, 75% of Asylum cases were completed in 23 weeks or less, whereas 75% of Entry Clearance Officer appeals were completed in 46 weeks or less. Figure 9 shows the distribution of timeliness by jurisdiction. Timeliness will also vary according to disposal method e.g. an appeal struck-out for non-payment will be disposed far quicker than a case determined at hearing.

Figure 9: Timeliness of First-tier Tribunal Immigration and Asylum Chamber, April to June 2015



Social Security and Child Support (SSCS)

For SSCS, the time is recorded from receipt by the tribunal to the time that a final decision was notified to the appellant. Of those cases disposed of by SSCS in April to June 2015, the mean age of a case at disposal was 19 weeks, 11 weeks less than April to June 2014.

From April 2013, changes to the appeal process through the Welfare Reform Act 2012 began to be introduced. There were three changes:

- Department for Work and Pensions (DWP) will reconsider all decisions before an appeal (known as mandatory reconsideration);
- appeals must be sent directly to HMCTS (known as direct lodgement);
- there are time limits for DWP to return responses to HMCTS⁸.

Mandatory reconsideration and direct lodgement were introduced for Personal Independence Payment and Universal Credit appeals in April 2013. On 28 October 2013, they were introduced for all other DWP-administered benefits and child maintenance cases, and for appeals

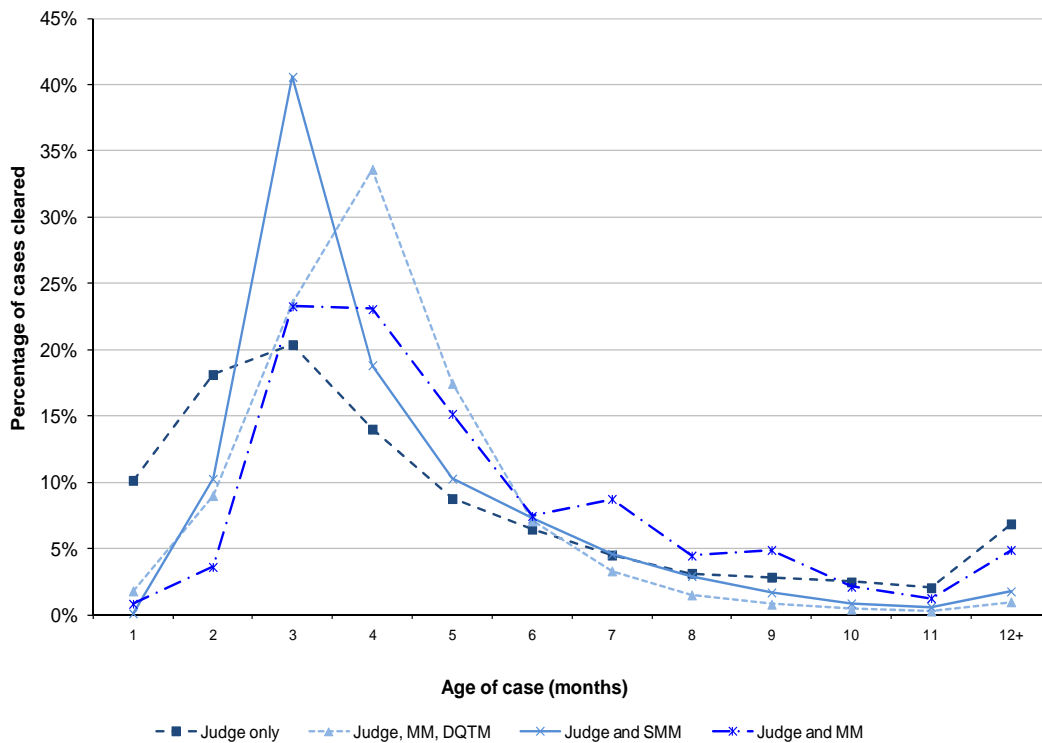
⁸ Introduced October 2014

against decisions made by HM Revenue and Customs (HMRC) on 1 April 2014.

Direct lodgement means that up to 28 days (42 days in child maintenance cases) is now **included in** the HMCTS processing time, as appeal responses now need to be requested from the DWP and HMRC, rather than timeliness being counted from receipt of the response. Therefore current timeliness measures are not directly comparable with timeliness before the changes were implemented.

There are several factors that can affect how long it takes for cases to be cleared including the complexity of the case, the evidence required and requests for adjournment. The composition of the Tribunal panel also varies between appeal type and there are some differences in length of clearance time for each type of appeal. Those appeals which can be heard by a Judge sitting alone (such as appeals against decisions on Job Seekers' Allowance) can take less time to clear than appeals where a panel including Medical Member (MM), Senior Medical Member (SMM) or Disability Qualified Tribunal Member (DQTM) is required (see Figure 10).

Figure 10: Timeliness of SSCS Tribunals, April to June 2015



5. Gender Recognition Certificate Statistics

The Gender Recognition Panel (GRP) was established under the Gender Recognition Act 2004 (GRA), which enables transsexual people to change their gender legally and gain the rights and responsibilities of their acquired gender. All applications are determined by the Panel and applicants who meet the GRA's requirements are granted a Gender Recognition Certificate.

The GRP is part of Her Majesty's Courts and Tribunals Service (HMCTS) and comprises of legal and medical members, supported by an administrative team. The panel sit in private and consider the documentary evidence supplied by the applicant in support of their application to have their gender recognised.

For background information on the Gender Recognition process please refer to 'A Guide to Civil and Administrative Justice Statistics', which is available at:

www.gov.uk/government/statistics/guide-to-civil-and-administrative-justice-statistics

Applications for Gender Recognition Certificates

A total of 100 applications were received by the Gender Recognition Panel (GRP) in April to June 2015 (see Tables 5.1 and 5.2), up by a third on the same period last year. This is the highest number of applications recorded in a quarter since the beginning of the series in 2009/10.

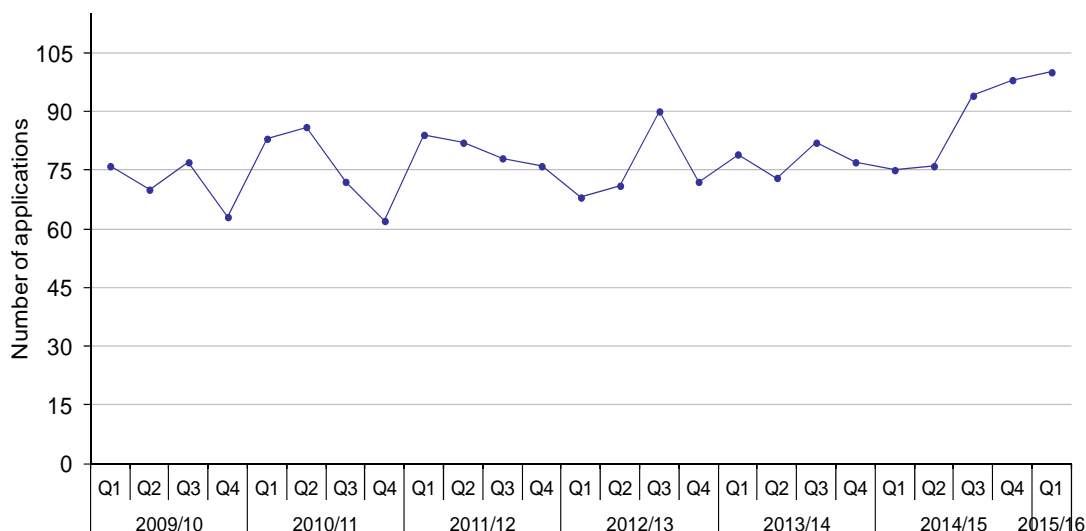
There are 3 types of application process; standard, alternative and overseas. The standard application is completed by individuals who are living permanently in the acquired gender for 2 years or more, have or have had gender dysphoria and intend to live permanently in the acquired gender. Of the total applications in April to June 2015, 91 were standard track, up by 25% on the same period in 2014.

The alternative application track commenced on 10 December 2014 (for Scottish protected marriages and civil partnerships this date is 16 December 2014) and is completed by individuals who have lived permanently in the acquired gender for 6 years or more prior to this date and intend to continue to do so permanently, have or have had gender dysphoria or have undergone surgical to modify sexual characteristics and were in a protected marriage or protected civil partnership on or before the date of application. The alternative track is for individuals who are ordinarily resident in England, Wales and Scotland. In April to June 2015, there were 6 alternative track applications.

Finally, there is the overseas track which is for individuals whose acquired gender has been legally accepted in an approved country or territory

outside the United Kingdom; 3 of the total applications in April to June 2015 were overseas track.

Figure 11: Applications received by the Gender Recognition Panel, April 2009 to June 2015



At the end of June 2015, a total of 110 applications in progress awaiting final resolution, some of which are from earlier periods. This has increased by 83% since the same period last year, which is in line with the increased number of applications across the various tracks.

Initial outcome of applications (Table 5.1)

A total of 104 applications were disposed of by the GRP during the period April to June 2015, whereby a decision had been taken to grant either a full or interim Gender Recognition Certificate (GRC), the applicant was refused or withdrew their application, the applicant didn't pay the fee, or there was an error in the application process.

Of the applications disposed of in April to June 2015, a full GRC was granted in 93 cases (89% of the total, see Figure 12), reflecting a 60% increase on April to June 2014. In these cases the person was judged by the GRP to have satisfied the criteria for legal recognition in their acquired gender. The proportion of cases where a full GRC was granted has been largely stable over the last five years.

Interim certificates are granted to applicants who meet the criteria for gender recognition, but who:

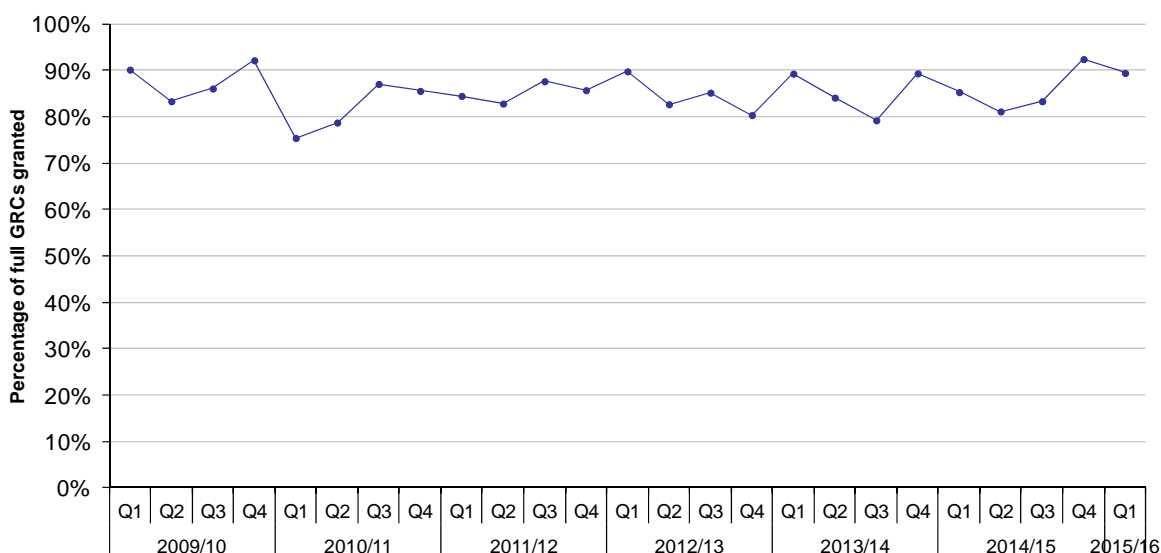
- are not eligible to remain married following their gender recognition because they were married under the law of Northern Ireland or
- are eligible but either they and/or their spouse have decided that they do not wish to remain married after the issue of their full Gender Recognition Certificate or

- are in a protected civil partnership⁹ or Scottish protected civil partnership¹⁰, where only one partner has applied for gender recognition (or where both have applied and only one is successful) or
- are in a civil partnership but one which is not a protected or Scottish protected civil partnership.

In these circumstances, once the successful applicant has ended their marriage or civil partnership, they can then be issued a full GRC. There were no interim certificates granted in April to June 2015.

No fee was paid for 1 application in April to June 2015, 5 applications were refused, 3 applications were withdrawn and 2 were subject to administrative error.

Figure 12: Proportion of applications dealt with where a full Gender Recognition Certificate was granted, April 2009 to June 2015



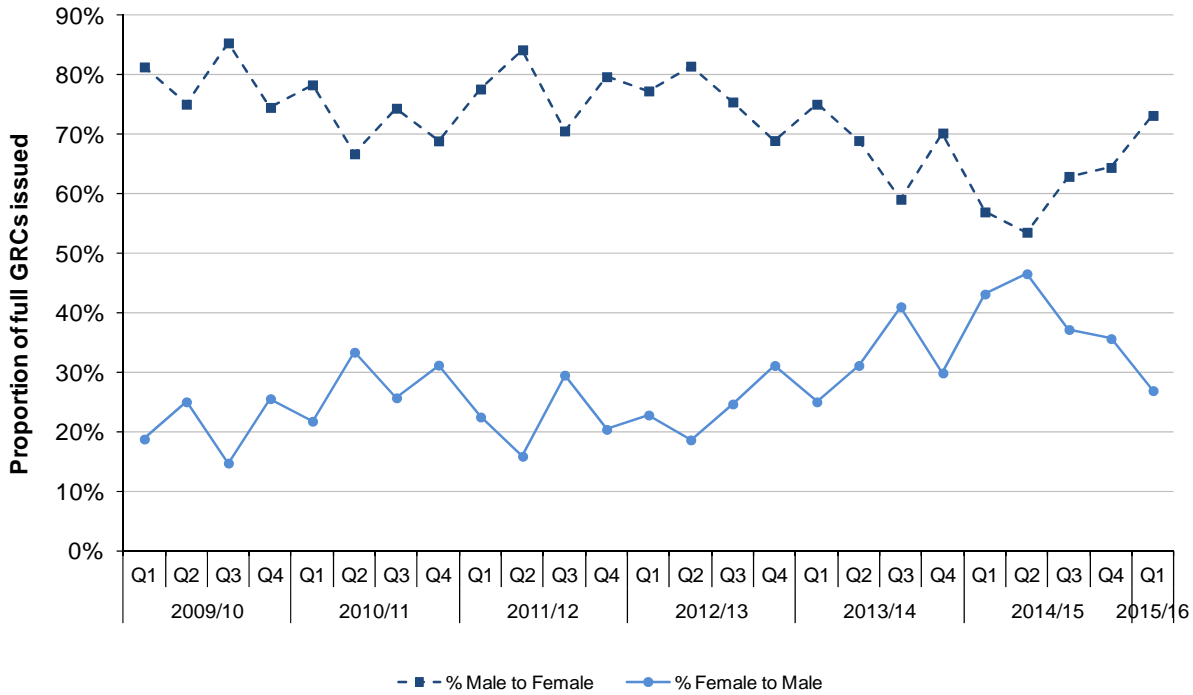
⁹ **Protected civil partnership:** means a civil partnership under the law of England and Wales. It would include a civil partnership contracted on UK consular premises or on an armed forces base, where the couple elected England and Wales as the relevant part of the UK.

¹⁰ **Scottish protected civil partnership:** is a civil partnership registered in Scotland. It would include a civil partnership contracted on UK consular premises or on an armed forces base, where a couple elected Scotland as the relevant part of the UK.

Gender Recognition Certificates granted – demographic statistics (Table 5.4)

Of the 93 full GRCs granted in April to June 2015, 68 (73%) were granted to individuals who were registered male at birth (who thus became legally female as a result). The remaining 25 (27%) were granted to individuals who were registered female at birth.

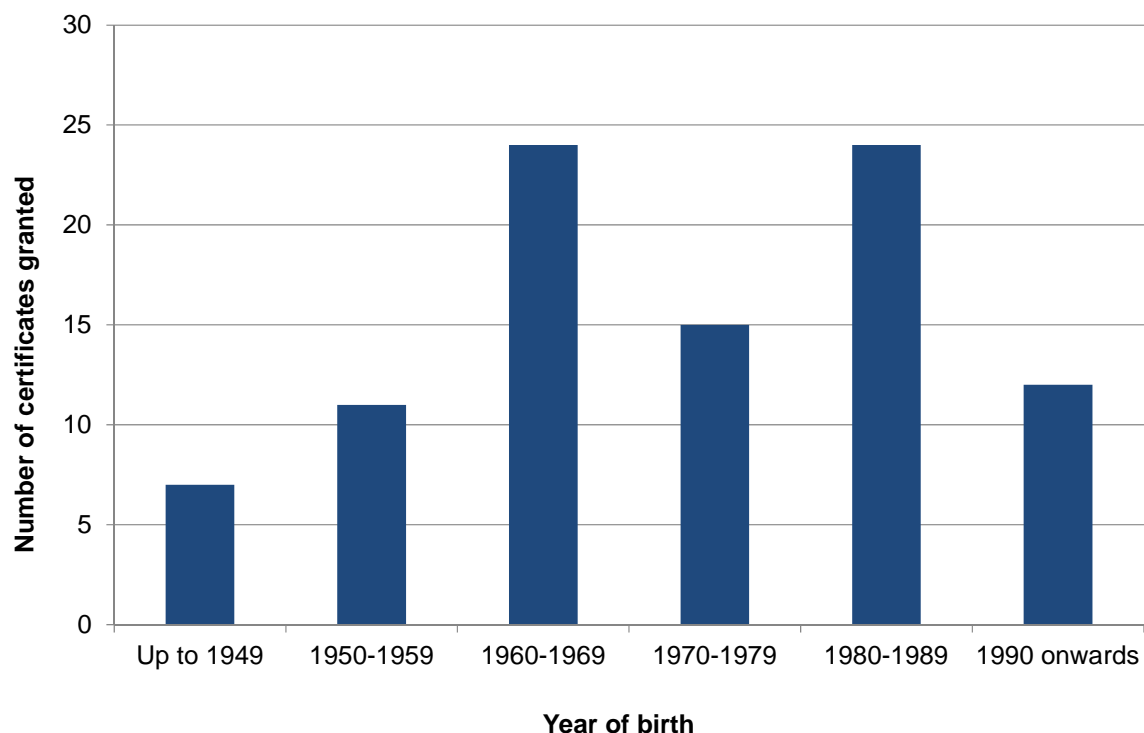
Figure 13: Full Gender Recognition Certificates granted, April 2009 to June 2015, by gender



Full GRCs were granted to applicants of a range of ages. In April to June 2015, the highest number of certificates was granted to applicants born between the years 1960-1969 and 1980-1989 (see Figure 14).

The introduction of the Marriage (Same Sex Couples) Act 2013 and the Marriage and Civil Partnerships (Scotland) Act 2014 changed the law in England & Wales and Scotland, meaning it is now possible for some married applicants to remain married while obtaining gender recognition. Prior to December 2014, if an applicant was married or in a civil partnership, they had to annul or dissolve the marriage/civil partnership before being granted a full GRC. Of the full GRCs granted, 28 (30%) applicants were married and 65 (70%) were single.

Figure 14: Full Gender Recognition Certificates granted in April to June 2015, by year of birth



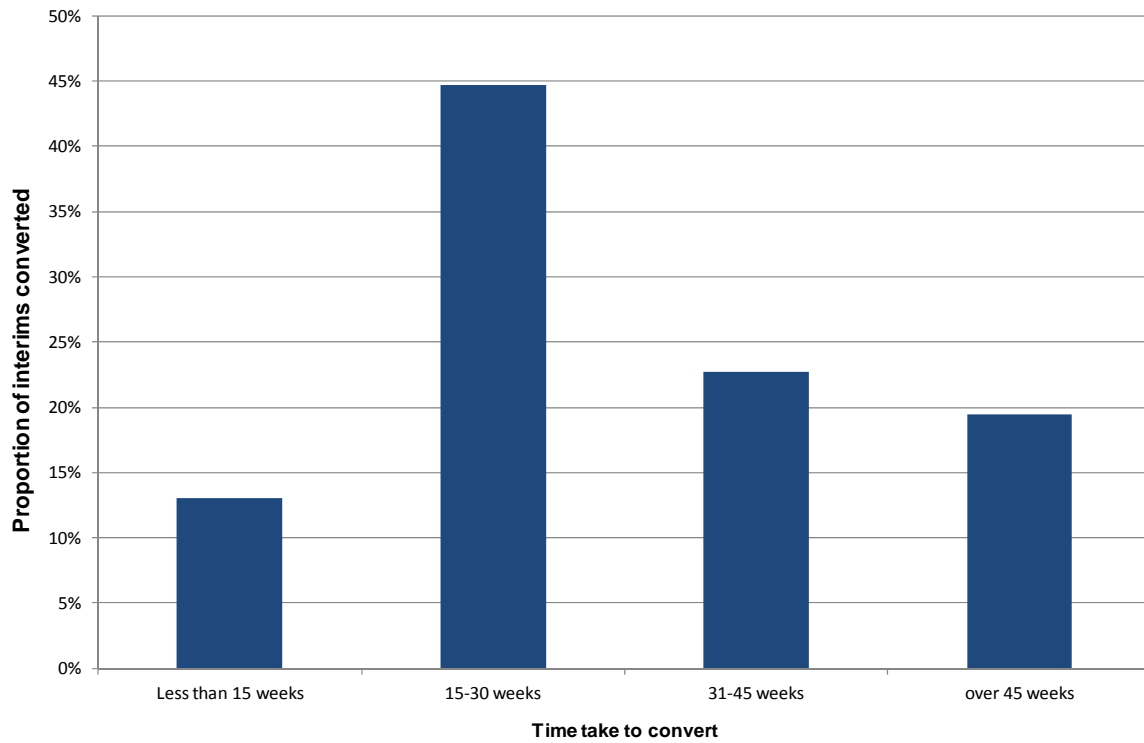
Conversion of Interim to Full Gender Recognition Certificates

This analysis looks at the conversion of interim to full GRCs. The timeliness figures are based on cases where full details of the dates are available.

Between 1 April 2005 and 30 June 2015 there were 183 interim certificates issued by the GRP (see Table 5.5). As of 30 June 2015, 67% of these had been converted to a full GRC. Please note this proportion may change in subsequent periods as more data become available.

For those people who converted interim certificates to full certificates, the majority (58%) of people converted within 30 weeks.

Figure 15: Time for conversion from interim to full Gender Recognition Certificates between April 2005 and 31 March 2015



6. Employment Tribunal and Employment Appeal Tribunal statistics – financial year 2014/15

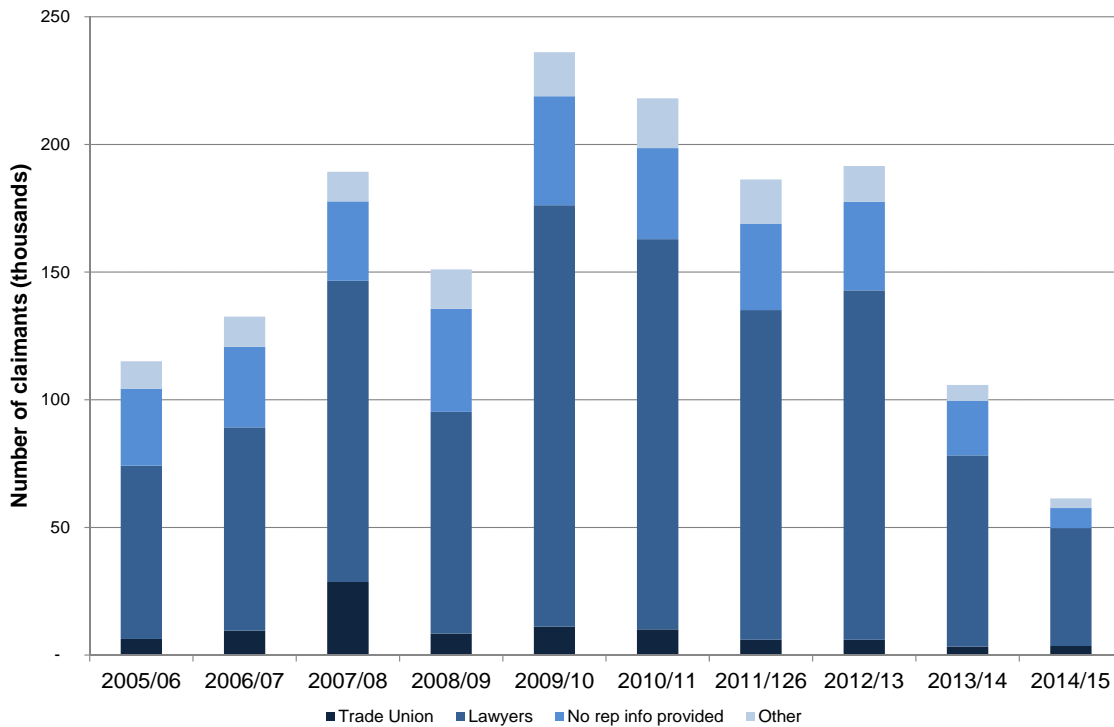
These statistics are published annually in the first quarter of the financial year. Previous reports can be found here:

<https://www.gov.uk/government/collections/tribunals-statistics>

Representation (Table E.3)

Claimant representation is recorded at the time of application and may change as case progresses. The proportion of claimants represented by a lawyer in 2014/15 was 75%, which is four percentage points higher than in 2013/14.

Figure 16: Representation of claimants at Employment Tribunals, 2005/06 to 2014/15¹¹



¹¹ Lawyers includes represented by solicitors, Law Centres and Trade Associations. For 2011/12 this excludes those claims that were not included on the IT system

Costs and Compensation (Tables E.4 to E.12)

There are only centrally collated cost and compensation data for Unfair Dismissal and discrimination cases. In 2014/15, there were 1,129 claims that received compensation for Unfair Dismissal, where the maximum award was £238,216 and the average (mean) award was £12,362.

There was a total of 219 discrimination cases where compensation was awarded, the maximum amount awarded (£557,039) was in the Sexual Discrimination jurisdiction. There is often more compensation awarded for discrimination cases, as there is no statutory cap on awards in cases of discrimination.

Employment Appeal Tribunals (EAT)

The main function of the Employment Appeal Tribunal (EAT) is to hear appeals from decisions made by Employment Tribunals. An appeal must be on a point of law, i.e. it must identify flaws in the legal reasoning of the original decision.

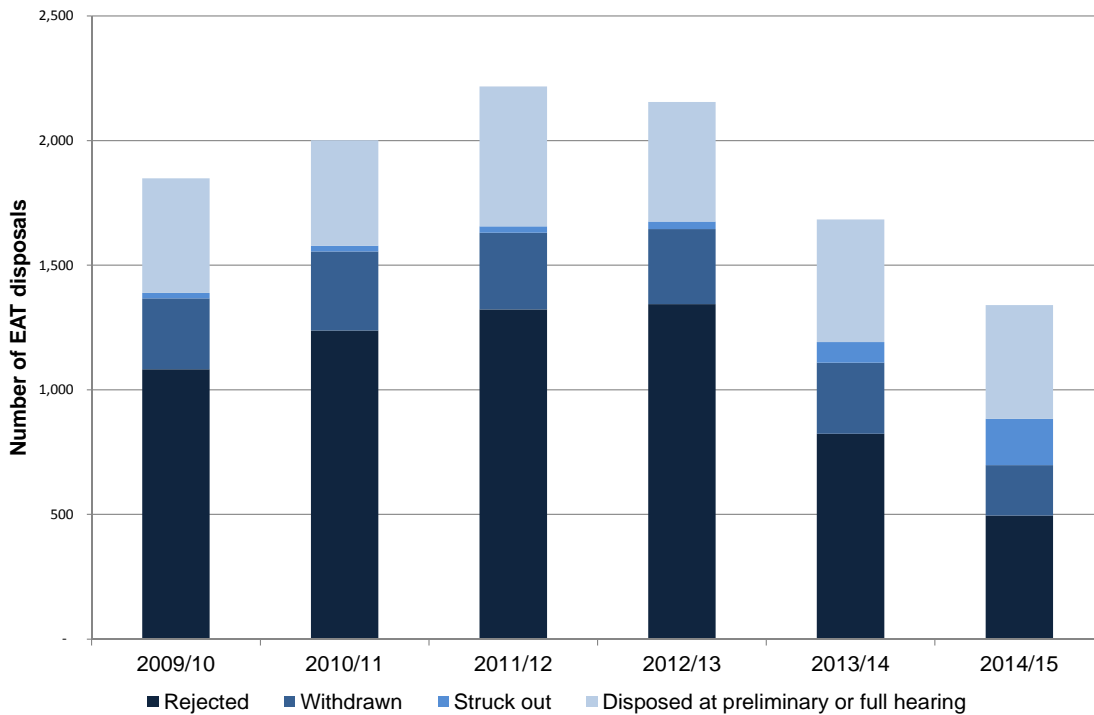
The Employment Appeal Tribunal will not normally re-examine issues of fact. It also hears appeals from (and applications relating to) decisions made by the Certification Officer or by the Central Arbitration Committee, however these are infrequent. The EAT may allow an appeal and substitute its own decision for that of the Employment Tribunal, or may remit it back to the Employment Tribunal for reconsideration.

EAT receipts and disposals (Table E.13)

In 2014/15, the Employment Appeal Tribunal received 1,207 appeals (down 30% on 2013/14) and disposed of 1,340 appeals (down 20% on 2013/14).

Figure 17 shows the main reasons for disposals. This shows that 426 appeals in 2014/15 (32%) reached a full hearing and 25% were rejected with no reasonable prospect of success.

Figure 17: Reasons for disposals at EAT, 2009/10 to 2014/15



Claimant type (tables E14 to E16)

In 2014/15, just under a third of appeals were dismissed at an EAT preliminary hearing. This proportion is higher for appeals brought by employees, where 22 appeals were dismissed compared to 8 appeals brought by employers which were dismissed.

Of those appeals that reached an EAT final hearing, 49% were dismissed at full hearing. Again this was higher for appeals brought by employees, where 131 appeals were dismissed compared to 78 appeals brought by employers.

Annex A: Data quality and sources

Information presented in this report is management information drawn from a number of different administrative sources. Although care is taken when processing and analysing the data, the details are subject to inaccuracies inherent in any large-scale recording system and it is the best data that is available at the time of publication. HMCTS is examining the quality of management information. Thus, it is possible that some revisions may be issued in future publications.

The statistics are based on case management systems where a number of processes are recorded throughout the life of an appeal. In some instances, a case can re-enter the process or have a number of outcomes, meaning that there is not necessarily one receipt or one disposal per case. Thus, care should be taken when comparing receipts and disposals.

Further information on HMCTS and other court statistics, including information on the data sources and terminology used in this report can be found in **A Guide to Civil and Administrative Justice Statistics**: <https://www.gov.uk/government/statistics/guide-to-civil-and-administrative-justice-statistics>

Differences with Home Office statistics

Asylum appeals data published by Home Office Migration Statistics are sourced from the Home Office Case Information Database (CID) and relate to main asylum applicants at the First-tier Tribunal Immigration and Asylum Chamber. Records on the database are updated from record-level data provided by HMCTS, who produce similar statistics for main appellants. This procedure provides consistent data across all datasets relating to asylum published in the release Immigration Statistics, but it is different from those published by The Ministry of Justice.

The Ministry of Justice published statistics provide counts of principal appellants sourced from the HMCTS database. Within these statistics there tend to be higher numbers of principal appellants than main asylum applicant appeals because:

- 1) HMCTS has a wider definition of asylum appeals, including some human rights cases and appeals on extensions of asylum, humanitarian protection and discretionary leave; and
- 2) Principal appellants include some individuals classed as dependants by the Home Office.

The Home Office statistics on immigration and asylum appeals at First-tier Tribunal and subsequent stages are available from:

www.gov.uk/government/collections/immigration-statistics-quarterly-release

Revisions

As part of an annual data reconciliation exercise, the data have been refreshed and figures revised accordingly.

Historical disposal figures for Social Security and Child Benefit were revised in October to December 2014 (Tables S.1, 2.1, 2.6 and 2.7). Investigations into the methodology used within the Social Security and Child Benefit Database established that there were some cases that had been double counted - cases that had been Withdrawn or Struck Out prior to hearing but subsequently reinstated and cleared at hearing. This has now been corrected and the disposal numbers revised.

All Upper Tribunal Immigration and Asylum Chamber (UTIAC) Judicial Review figures were revised in October to December 2014; historical figures previously only included cases which took place in London and excluded cases which took place in regional courts.

From 2014, new information has been included on the UTIAC; all relevant totals have been revised accordingly. This is usually around 2,000 receipts and disposals per quarter, or one per cent of the total tribunals' workload. Totals have been revised back to 2010/11 when the UTIAC was created.

Explanatory Notes

Notation

The following symbols have been used throughout the tables in this bulletin:

: = Not available

~ = Figures too small to give meaningful calculations

0 = Nil

(r) = Revised data

Spreadsheet files of the tables contained in this document are also available to download along with csv files of historical information.

Annex B: Tribunal and Jurisdiction List

In the accompanying tables a full list of Tribunals and Jurisdictions is given (Table B.1), alongside the date they were created or, if applicable, what they were formally known as and the date in which they changed.

Annex C: Monthly and Regional Employment Tribunal Receipts

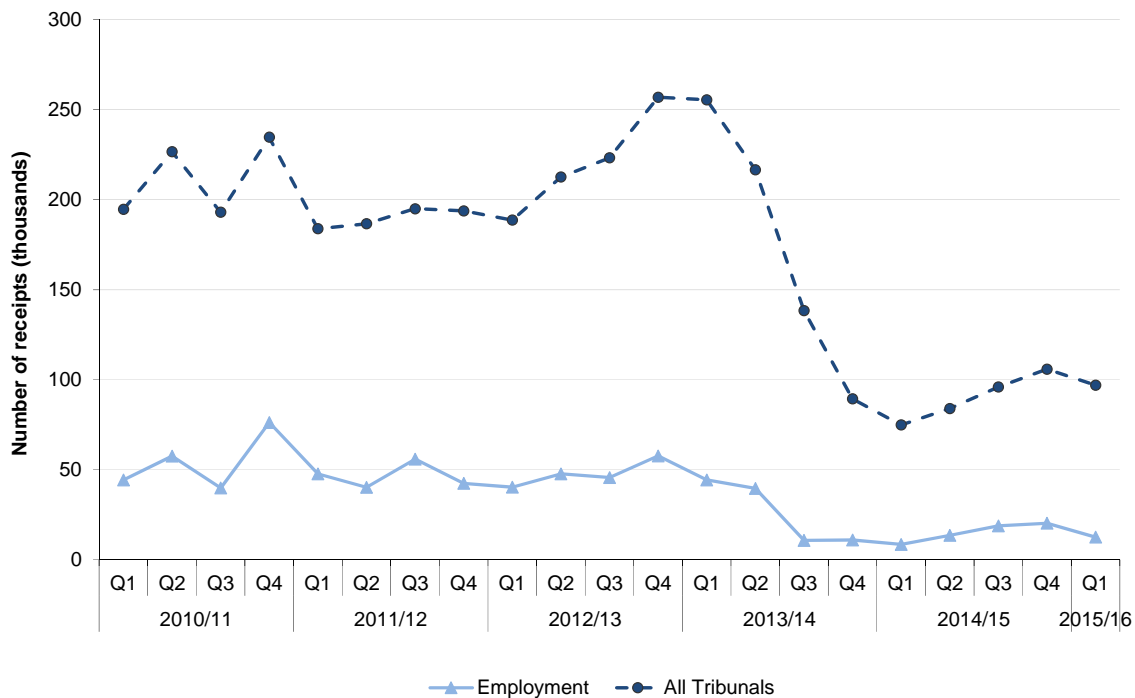
This information is additional management information that has been drawn from a live administrative system managed by HMCTS. The data presented in this section include historical information at the regional level, with a monthly breakdown. This information was a bespoke extraction for the purpose of this report.

Trend in Employment Tribunal Receipts

In 2012/13, the Employment Tribunal received on average 52,000 new claims per quarter, which declined to an average of 26,500 in 2013/14. The average of new claims per quarter in 2014/15 was 15,500, showing a further decline in volume of claims over the financial year.

The number of receipts in Q1 2014/15 was the lowest on record in this series and has since increased gradually throughout the financial year. Figures for April to June 2015 show there were 12,563 new claims.

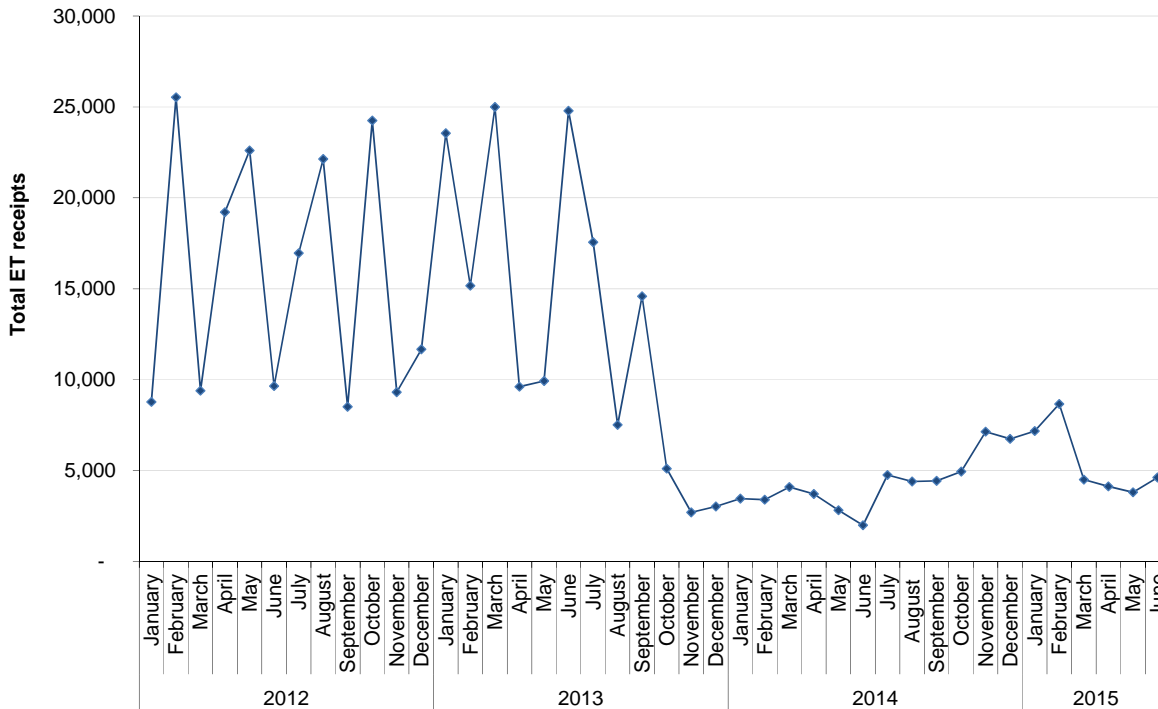
Figure 1: Employment Tribunal Receipts (quarterly), April 2010 to March 2015



This Annex also includes a monthly breakdown from January 2012 to June 2015 (Figure 2). This shows that the data are volatile and can change dramatically from month to month. Please note these data include both single and multiple claims.

Following the introduction of fees on 29 July 2013, there are 22 months of data available post fees (August 2013 to June 2015). Users are advised that a claim is not considered as accepted until the fee is paid, or remission granted, which may increase the time it takes to enter cases onto the system.

Figure 2: Employment Tribunal Receipts (monthly, January 2012 to June 2015)



Single and multiple claims

Employment Tribunal receipts can be broken down into single and multiple claims. Figure 2 above shows the total number of receipts, but this is not the same as the number of cases (where a number of multiple receipts can be counted as one case as they are bought against one employer¹² by a number of people).

1. Single cases

A single case and single claim is the same thing, they involve one individual bringing a claim against an employer. In effect the alignment of case to claims is 1:1. Data shows that the number of single cases was volatile from April to October 2012, after October 2012 they began to gradually decrease from nearly 5,000 in October 2012 to just under 4,000

¹² Occasionally, more than one employer can be involved.

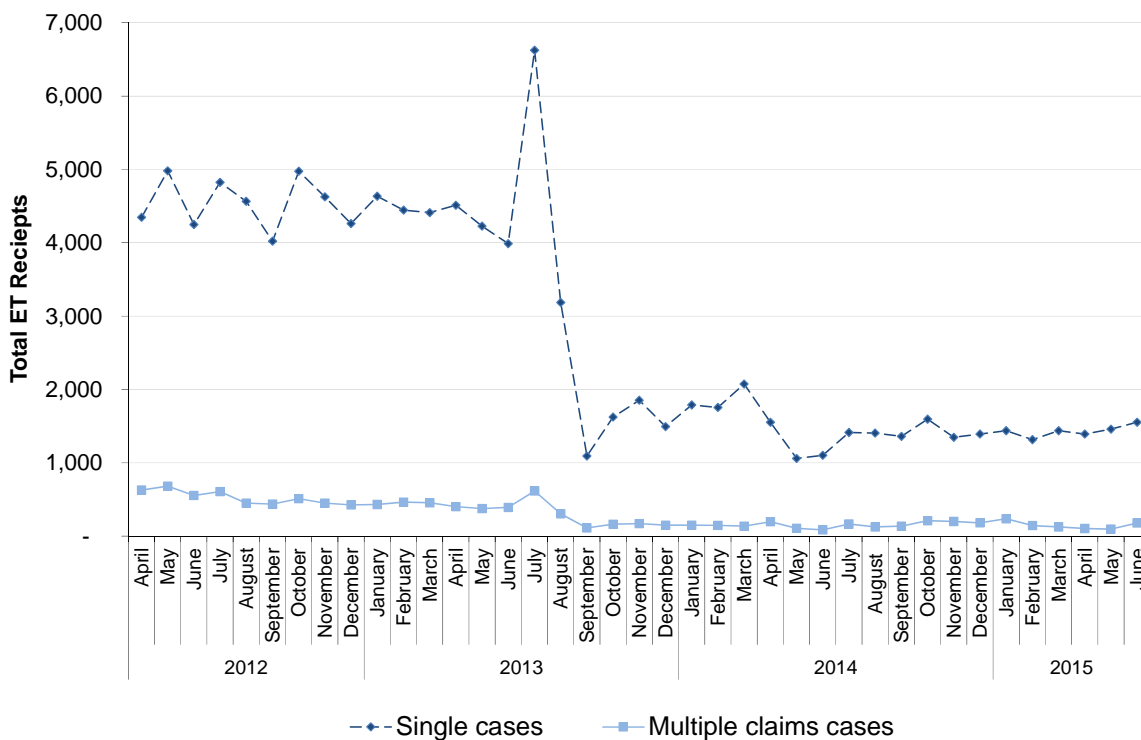
in June 2013. The number rose to just over 6,500 in July 2013, possibly as more claims were submitted prior to the introduction of fees. The number of single cases then fell sharply to 1,000 cases in September 2013, and averaged around 1,500 cases between October 2013 and June 2015.

2. Multiple claims cases

Multiple claims that are grouped, processed and managed together are called, collectively, a multiple claims case. Within a multiple claims case there will be two or more claims presented by individuals against a common employer (or, in some circumstances, employers). The alignment of case to claims is one to many, where a multiple claims case could range from two individual claims to over 100, or even 1,000. Typically employment receipts show the number of individual *claims*, not *cases*, which can result in a lot of volatility (see Figure 2).

When looking at the number of multiple claims cases, regardless of the number of individuals involved, there is a broadly flat trend from August 2012 to June 2013. There is an increase in multiple claims cases for July 2013, up 57% compared to June 2013, possibly due to people wishing to submit cases before the introduction of fees. There is then a decline in cases in September 2013 and an average of 153 cases per month since then (see Figure 3).

Figure 3: Single and multiple claims cases (April 2012 to June 2015)



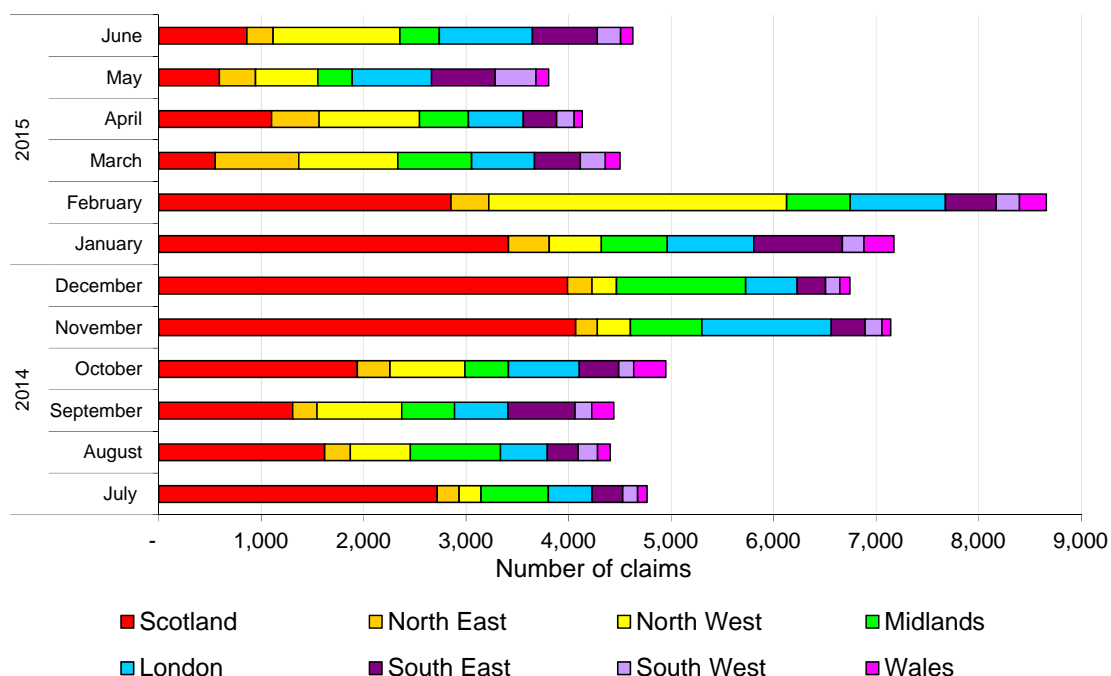
Users are advised that these figures need to be treated with extreme caution for two reasons

1. All figures after January 2012 have been re-extracted from the administrative data system for this publication. As such these figures have not been through the same Quality Assurance process as the Official Tribunals Statistics publication.
2. Under the business processes to facilitate fee-charging, a claim is not entered onto the internal case management system from which statistical data are extracted until the relevant fee is paid or remission application granted. This means there may be a number of claims presented post July 2013, but formally accepted at a later stage (for example after a remission application is granted). Please see annex D for more information and figures on employment tribunal fees.

Employment Tribunals claims by region

Claims can be submitted online or to an Employment Tribunal Office. Once a claim is received and acknowledged by HMCTS, it is recorded on the case management system and case managed through, ultimately, to disposal (for example, by listing for a hearing before the tribunal). The geographical data below relates to where the case was submitted and heard by the Tribunal panel, in most cases this will be the same location as the employer or the party that bought the claim.

Figure 4: Claims by region (June 2014 to July 2015)



Data Quality and Limitations

There are a number of issues for users to be aware of when considering these data.

- The monthly data for employment tribunal receipts shows a great deal of volatility. As such the figures should be treated with caution. Early analysis suggests this volatility is driven by the number of individual people involved in multiple claims cases.
- The monthly and regional data breakdowns in this report are not routine and have been extracted specifically to produce Annex C; as such it is provisional and subject to revisions.
- The data have been extracted from a live administrative database in August 2015, and as such historical monthly data may aggregate to different figures to those already published. This will be reconciled at a later date.
- The introduction of fees may have resulted in a longer time lag for claims to be entered onto HMCTS' case management system, ETHOS. This is because claims are now not entered onto ETHOS until the fee has been paid or a remission has been granted. This means that data are likely to be revised upward in subsequent months.
- Figures may vary from previously published figures for a number of reasons, including:
 - revision to the administrative system, including claims being entered onto the system outside of the month they were lodged;
 - submission or re-submission of large numbers of multiple claims;
 - multiple claims disbanding and being re-submitted as single claims or vice-versa;
 - claims being re-submitted with a different jurisdictional breakdown and,
 - Additional information received from the tribunals that had not been entered onto the ICT system at the time of extraction.

Annex D: Experimental statistics – Employment Tribunal Fees

Introduction

This section covers the third series of quarterly experimental statistics on Employment Tribunal Fees. Data for claimant characteristics are produced annually and the statistics for 2014/15 can be found here:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/434176/tribunal-gender-statistics-jan-mar-2015.pdf.

Fees were introduced for claims submitted to an Employment Tribunal on or after 29 July 2013. Claimants pay two separate fees: the first to issue the claim and the second to have it heard. The fee levels vary according to the nature of the claim. Respondents may also pay fees for a number of applications they may make although these are far less common.

Claims can be separated into two distinct types, each attracting a different fee. 'Type A' claims tend to be more straightforward, and so have a lower fee. These include claims about unpaid wages, payment in lieu of notice and redundancy payments. 'Type B' claims involve more complicated issues, and therefore attract a higher fee. These types of claim tend to be those involving unfair dismissal or discrimination complaints.

Single claim cases have standard fees associated with them, whereas multiple claim cases have different fees depending on the number of claimants they contain. The fee levels for different case types are outlined in Figure 1.

When a claim (either single or multiple) has more than one jurisdictional complaint and at least one of the complaints is a Type B, a Type B fee is payable.

Figure 1: Fee levels in single and multiple cases

Single cases	Type A	Type B	
Issue fee	£160	£250	
Hearing fee	£230	£950	

Multiple cases	Number of claimants		
	2-10	11-200	Over 200
Type A			
Issue fee	£320	£640	£960
Hearing fee	£460	£920	£1,380
Type B			
Issue fee	£500	£1,000	£1,500
Hearing fee	£1,900	£3,800	£5,700

Employment Appeal Tribunals (EAT)

The main function of the Employment Appeal Tribunal (EAT) is to hear appeals from decisions made by Employment Tribunals. An appeal must be on a point of law, i.e. it must identify flaws in the legal reasoning of the original decision.

The associated fees for the Employment Appeal Tribunal are £400 to lodge the appeal and £1200 to have it heard.

Fee remission

Claimants for both single and multiple Employment Tribunal claims may qualify for a fee remission depending on their circumstances, and this may cover whole or part of the fee. Fee remission may also be awarded for Employment Appeal Tribunal fees.

Separate remission applications must be submitted for the issue/lodgement and hearing fees. Claimants in receipt of certain benefits (including income support and income-based jobseeker's allowance) are entitled to full remission. Full or partial remissions may also be granted depending on the claimant's gross monthly income. Remission applications may be unsuccessful for a number of reasons, such as if they do not meet the remission award criteria or if insufficient evidence is provided.

Data sources and key caveats

The statistics in this annex are classified as experimental because the data and analyses are in a developmental stage. Additional analyses will be carried out to assess their quality and that of the administrative system the data are extracted from. The statistics are still subject to testing in terms of their volatility and ability to meet customer needs and they do not yet meet the rigorous quality standards of National Statistics.

However, it is our view that the experimental statistics have considerable immediate value to users. Since the introduction of fees for Employment Tribunals, there has been a significant user demand for related statistics - the Ministry of Justice has received a high number of both parliamentary questions and requests under the Freedom of Information Act on this subject. This annex has also been included to invite feedback from the public about what information regarding Employment Tribunal fees is of specific interest. For feedback on the Employment Tribunal Fees chapter, please email statistics.enquiries@justice.qsi.gov.uk.

The data on fees and remissions is sourced from the online Employment Tribunal Fees administrative system, which is used for case management and the processing of remission applications and fee payments.

It is not currently possible to identify when single claims are subsequently grouped into multiple claim cases. These cases have associated single

issue fee requests but will appear not to progress past the issue fee stage, even though it is possible they have had a multiple case hearing. This may partially account for difference between the number of fees paid/remissions granted and the numbers of hearing fees requested for single cases.

This experimental annex gives quarterly figures on fees requested and tracks through the subsequent fee activity. Therefore, the fees paid/remission applications submitted/remissions granted shown in a given quarter correspond to the date the fee requests were made, not the date the remission application was made or granted, unless it was in that same quarter. As a result, the figures in this publication may vary slightly from those published previously.

Results

The following results are based on initial analysis of the progression of cases through the Employment Tribunal fees system, for each quarter since the introduction of the fees on 29 July 2013 up to June 2015.

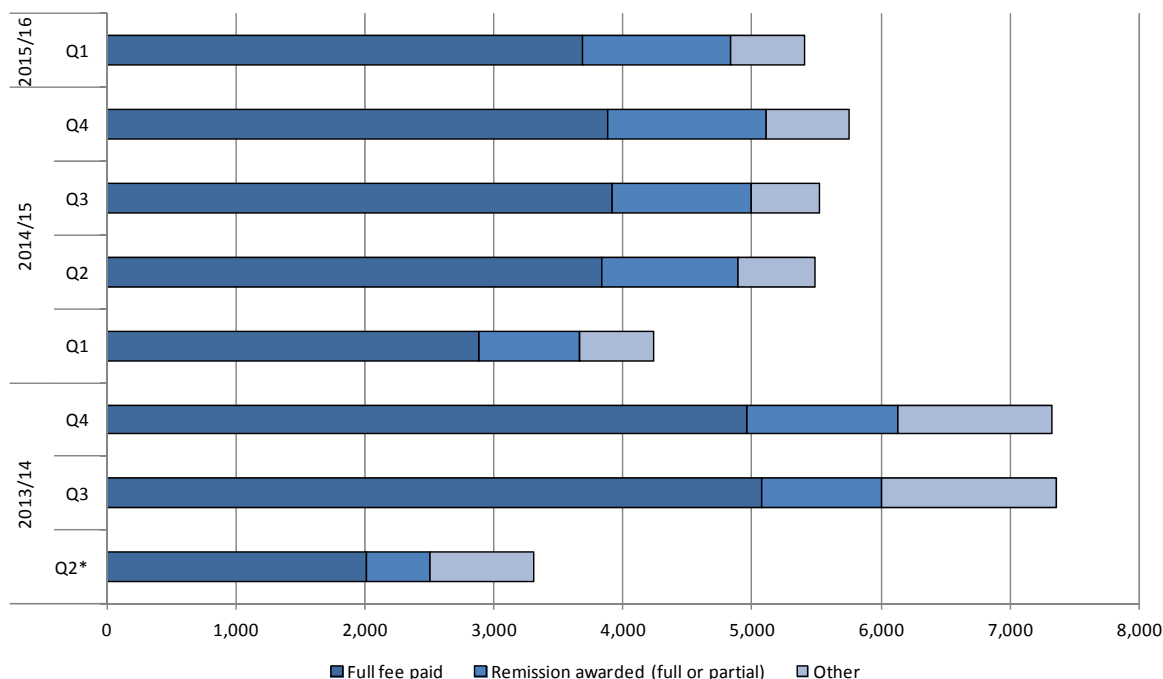
Initial findings

Issue fee (Table D.1)

Before a claim will be considered, the relevant issue fee must be paid. Figure 2 shows the total number of cases submitted to the Employment Tribunal website since 29 July 2013. It shows the number of cases where a full issue fee was paid or a full or partial remission was awarded. The 'other' category includes cases where an issue fee was expected¹³ but there is no record of a subsequent payment or remission. These figures include both single and multiple claim cases, and cover type A and type B claims.

¹³ An issue fee is required when applicant submits a completed claim unless a remission application is made.

Figure 2: Number of Employment Tribunal issue fees by outcome, 29 July 2013 to 30 June 2015



* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013.

In April to June 2015, there were 5,412 cases on which an issue fee was expected. Of these, 3,686 (68%) cases had the full issue fee paid outright whilst 1,145 (21%) cases were awarded either a full or partial issue fee remission. This represents a slight increase (3%) on the proportion of cases awarded remission when compared to the same period last year. For the remaining 581 (11%) cases, it appears that the claim was not taken further. It is possible that some of these cases are yet to progress through the system. However, additional analyses are required to confirm the specific outcomes of these issue fee requests. In those cases where the issue fee was fully paid it took on average 3 days for the payment to be made in April to June 2015, down from 6 days from the same period last year.

For single claims, the vast majority of issue fee remissions awarded were full remissions - partial fee remission accounted for only around 6% of all remissions awarded in April to June 2015. Due to data limitations, it is not currently possible to identify the proportion of partially remitted issues fees for multiple claim cases. Table D.1 (in the accompanying tables) gives a breakdown of the issue fees by type. In April to June 2015, 47% of Type B claimants paid the issue fee in full, compared with 21% of Type A claimants. In the same period, 43% of Type B claimants who applied received a full or partial remission of the issue fee, compared with 7% of Type A claimants.

The vast majority of fees requested, full issue fee paid and full or partial remission awarded were for single claims (as opposed to multiple claims). These accounted for 93% 91% and 99% respectively.

Hearing fee (Table D.2)

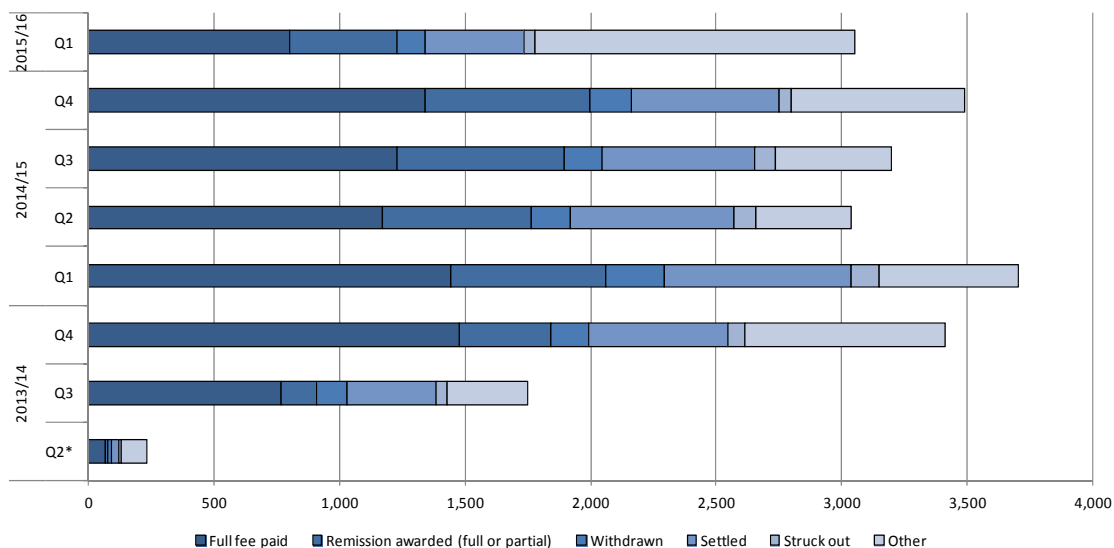
If a case requires a hearing, a hearing fee will be requested. This will be after the issue fee is paid and the case is accepted by the Employment Tribunal.

Figure 3 shows the total number of hearing fee requests made each quarter and of those, the number where the fee was fully paid, a full or partial remission was awarded and those that were subsequently withdrawn, struck out or settled before being heard. Cases may have also been withdrawn, struck out or settled before reaching the hearing fee stage, in which case a hearing fee will not have been requested. The 'other' category includes cases where a hearing fee was requested¹⁴ but there is no record of a specific outcome. Figure 3 covers requests for hearing fees for both single and multiple claim cases of both Type A and Type B.

In April to June 2015, there were 3,050 hearing fees requested – at the time the data was extracted 800 (26%) requests had the full hearing fee paid outright and 428 (14%) had been awarded either a full or partial remission. A further 111 (4%) were subsequently withdrawn, 395 (13%) settled before reaching a hearing and 43 (1%) were struck out. For the remaining 1,273 (42%) cases, there was no specific outcome recorded. This may be in part due to some cases not yet progressing through the system, as the most recent quarter shows the biggest proportion in the 'other' category and in April to June 2015 it took, on average, 61 days for payment to be made.

¹⁴ A hearing fee is payable only if the case is listed for hearing.

Figure 3: Number of hearing fees requested by outcome; 29 July 2013 to 30 June 2015



* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013.

Table D.2 also gives a breakdown of the hearing fee requests by type. In April to June 2015, 17% of Type B claimants paid the hearing fee in full, compared with 9% of Type A claimants. In the same period, 72% of Type B claimants who applied received a full or partial remission of the hearing fee, compared with 7% of Type A claimants.

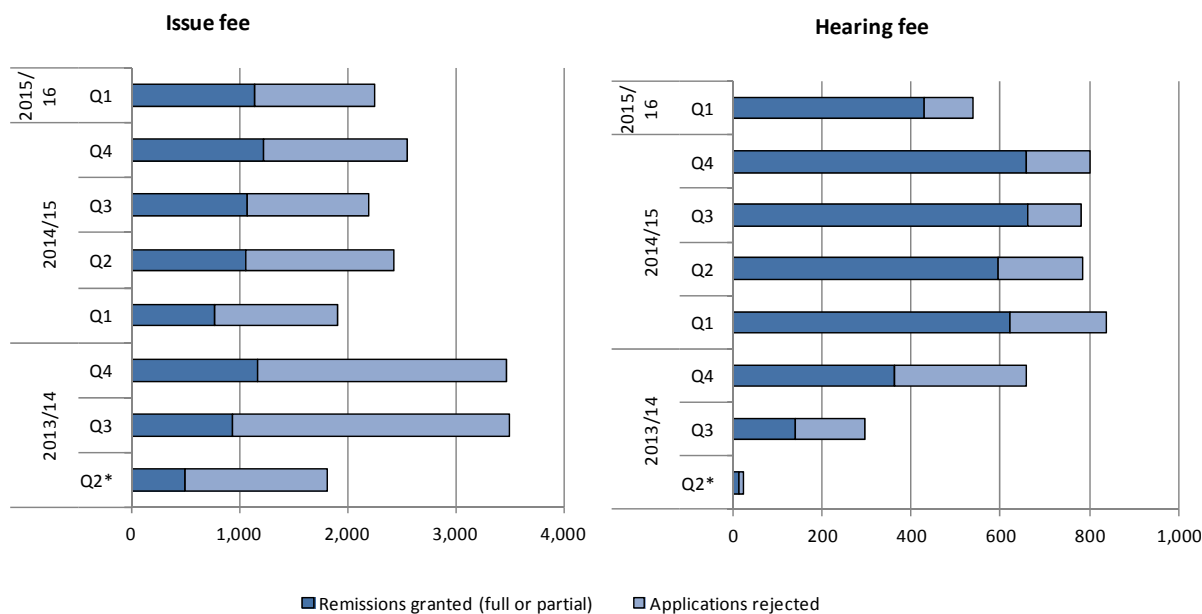
As with issue fees, single claim cases accounted for the majority of cases with either full hearing fee payment or those awarded a remission (95% and 100% respectively). The majority of the single case hearing fee remissions awarded were full remissions - partial fee remission accounted for only around 13% of all remissions awarded in April to June 2015.

Remission applications (Tables D.1 and D.2)

Figure 4 gives the quarterly volumes of remission applications, as well as the numbers granted, for both issue and hearing fees. These figures cover both single and multiple cases and are limited to one remission application per case. In April to June 2015, 2,255 remission applications were submitted for the issue fee and 539 for the hearing fee. During this period, 51% of remission applications for the issue fee were either fully or partially successful (10 percentage points higher than the same quarter last year) compared with over three quarters of hearing fee remission applications (79%, five percentage points higher than last year).

In April to June 2015, on average it took 6 days for a decision to be made on remission applications. Due to data limitations it is not possible to assess the timeliness of issue and hearing fee remission applications separately.

Figure 4: Remission applications and proportion granted, 29 July 2013 to 30 June 2015



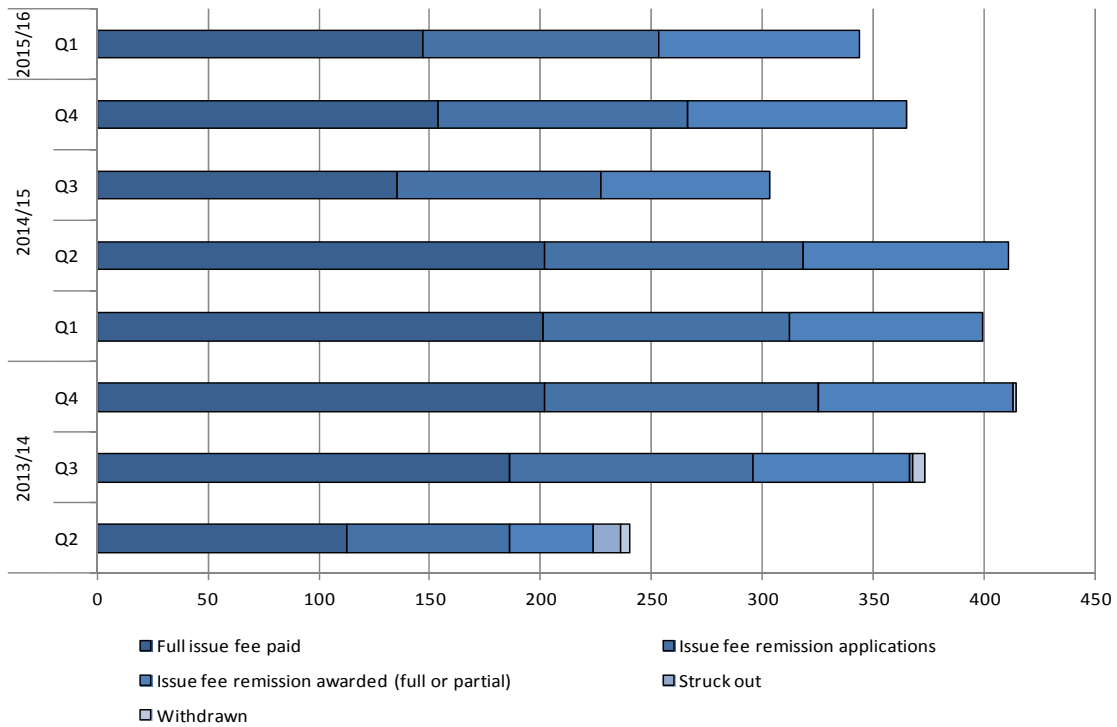
* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013.

Employment Appeal Tribunal (EAT)

Figure 5 gives the quarterly number of EAT lodgement fees that were requested, with the proportions that were fully paid, remitted, struck out or withdrawn before reaching the hearing fee stage. In April to June 2015, there were 260 EAT lodgement fees requested. Of these, 147 (57%) had the full fee paid outright, 91 (35%) had full or partial fee remission awarded and currently none of the claims have been struck out or withdrawn. For the remaining 22 (8%) cases, there is no specific outcome currently recorded, which may be due to cases not yet progressing through the system.

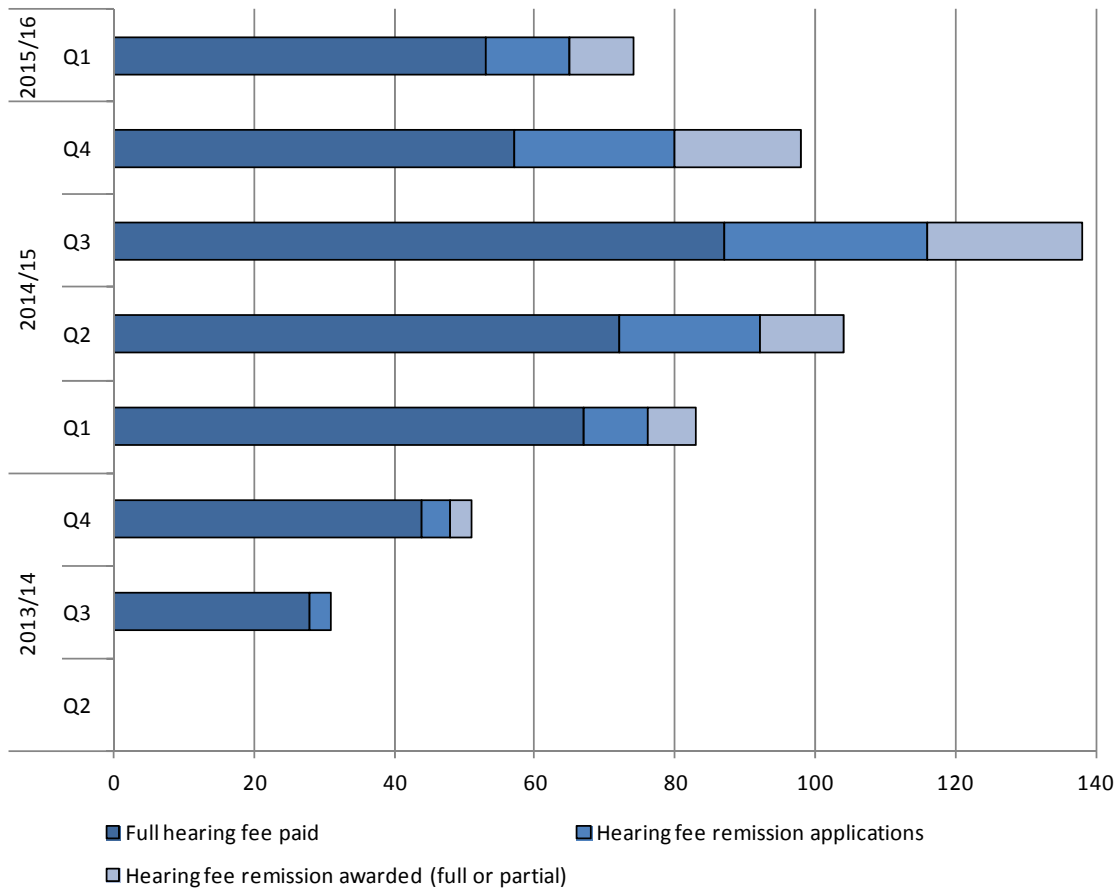
Figure 6 gives the number of EAT hearing fees that were requested, with the proportions that were fully paid or had a remission awarded. In April to June 2015, there were 65 EAT hearing fees requested. Of these, 53 (82%) had the full fee paid outright and 9 (14%) had full or partial fee remission awarded. For the remaining 3 (5%) cases, there is no specific outcome currently recorded, which may be due to cases not yet progressing through the system.

Figure 5: Number of Employment Appeal Tribunal (EAT) lodgement fees requested by outcome; 29 July 2013 to 30 June 2015



* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013

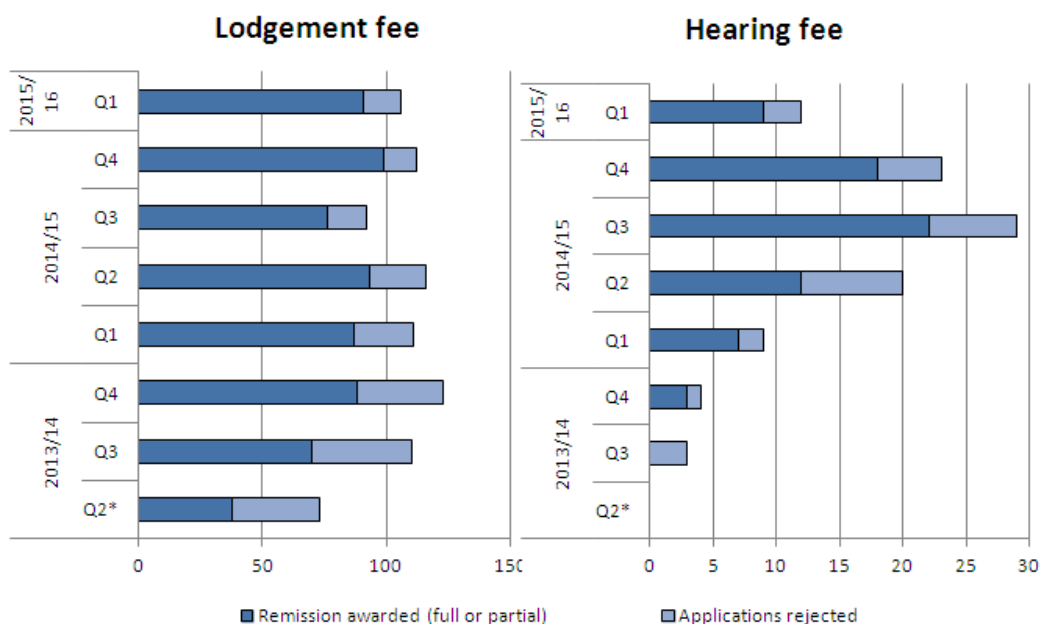
Figure 6: Number of Employment Appeal Tribunal (EAT) hearing fees requested by outcome; 29 July 2013 to 30 June 2015



* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013.

Figure 7 gives the quarterly volumes of remission applications, as well as the proportion granted, for the EAT lodgement and hearing fees. These figures are limited to one remission application per case. In April to June 2015, 106 remission applications were submitted for the issue fee and 12 for the hearing fee. During this period, 86% of remission applications for the lodgement fee were either fully or partially successful compared with 75% of hearing fee remission applications.

Figure 7: Employment Appeal Tribunal (EAT) remission applications and proportion granted, 29 July 2013 to 30 June 2015



* The figures for Q2 2013/14 (which cover July, August and September 2013) do not include any pre-fee claims – those submitted before 29th July 2013.

Limitations of the analyses and future work

The statistics in this annex are based on initial analyses of data extracted from the Employment Tribunal Fees administrative system and are classified as experimental. Further work is required to quality assure and verify these statistics.

Future work may enable identification of the specific outcomes of cases, for example whether they are settled/struck out/withdrawn before the hearing fee stage (or after the hearing fee stage for EAT cases). There may also be further work possible in the following areas:

- Number of fees paid by the respondent
- Breakdown of remission applications by grounds for remission (salary, benefits or net disposable income)
- Reasons for remission applications being unsuccessful

Annex E: Accompanying Tables and files

The following supplementary tables and CSV datasets are available alongside this publication, allowing users to analyse the data themselves.

Main Tables

Summary

- S.1 Annual total number of receipts, disposals and caseload outstanding by jurisdiction, 2007/08 to 2014/15

Receipts

- 1.1 Annual and quarterly total number of tribunal receipts by jurisdiction, 2007/08 to Q1 2015/16
- 1.2 Employment Tribunal - Total number of receipts by jurisdiction, 2007/08 to Q1 2015/16
- 1.3a First Tier Tribunal (Immigration and Asylum Chamber) - Total number of receipts by case type, 2007/08 to Q1 2015/16
- 1.3b Upper Tribunal (Immigration and Asylum Chamber) - Total number of receipts by case type, 2010/11 to Q1 2015/16
- 1.4 Social Security and Child Support - Total number of receipts by benefit type, 2009/10 to Q1 2015/16

Disposals

- 2.1 Annual and quarterly total number of tribunal disposals by jurisdiction, 2007/08 to Q1 2015/16
- 2.2 Employment Tribunal - Total number of disposals by jurisdiction, 2007/08 to Q1 2015/16
- 2.3 Employment Tribunal - Percentage of disposals by outcome and jurisdiction, 2007/08 to Q1 2015/16
- 2.4a First Tier Tribunal (Immigration and Asylum Chamber) – Number of appeals disposed of by category and by case type, 2007/08 to Q1 2015/16
- 2.4b Upper Tribunal (Immigration and Asylum Chamber) – Number of appeals disposed of by category and by case type, 2010/11 to Q1 2015/16

- 2.5a First Tier Tribunal (Immigration and Asylum Chamber) - Number of appeals determined at hearing or on paper, by outcome category and case type, 2007/08 to Q1 2015/16
- 2.5b Upper Tribunal (Immigration and Asylum) - Number of appeals determined at hearing or on paper, by outcome category and case type, 2010/11 to Q1 2015/16
- 2.6 Social Security and Child Support - Number of disposals by category and benefit type, 2009/10 to Q1 2015/16
- 2.7 Social Security and Child Support - Number of disposals cleared at hearing by outcomes and benefit type, 2007/08 to Q1 2015/16

Caseload outstanding

- 3.1 Annual and quarterly total number of tribunals caseload outstanding by jurisdiction, 2007/08 to Q1 2015/16

Timeliness

- 4.1 Cumulative percentage of clearances that took place in 2013/14 and 2014/15, by age of case at clearance
- 4.2 Percentage of clearances that took place in April to June 2015, by age of case at clearance
- 4.3 Percentage of clearances that took place in April to June 2015, by age of case at clearance by Jurisdiction

Gender Recognition

- 5.1 Applications received and disposed of by the Gender Recognition Panel, by outcome, 2004/05 to Q1 2015/16
- 5.2 Applications received by the Gender Recognition Panel, by type of track, Q1 2009/10 to Q1 2015/16
- 5.3 Applications disposed of by the Gender Recognition Panel, by type of track and outcome, Q1 2009/10 to Q1 2015/16
- 5.4 Gender at birth, year of birth and marital status for full Gender Recognition Certificates granted, Q1 2005/06 to Q1 2015/16
- 5.5 Interim certificates converted to full certificates, by time taken, Q1 2005/06 to Q1 2015/16

Annex B

B.1 Change of Names of Tribunals

Management Information on Employment Tribunal Receipts (Annex C) Tables

- Table C.1 Monthly Total Number of Employment Tribunal Receipts by Single and Multiple cases, January 2012 to March 2015
- Table C.2 Monthly Total Number of Employment Tribunal Receipts by Jurisdiction, January 2012 to March 2015
- Table C.3 Monthly Total Number of Employment Tribunal Receipts by Region, January 2012 to March 2015
- Table C.4 Monthly Total Number of Employment Tribunal Receipts by Jurisdiction and by Region, January 2013 to March 2015

Experimental Statistics: Employment Tribunal Fees (Annex D) Tables

- Table D.1 Employment Tribunal Fees - Issue fees requested, fees paid in full and remissions awarded, Q2 2013/14 to Q1 2015/16
- Table D.2 Employment Tribunal Fees - Hearing fees requested, fees paid in full and remissions awarded, Q2 2013/14 to Q1 2015/16
- Table D.3 Employment Tribunal Fees - Fully or partially granted remissions on single cases, Q2 2013/14 to Q1 2015/16
- Table D.4 Employment Tribunal Fees - Employment Appeal Tribunal, Q2 2013/14 to Q1 2015/16

Employment Tribunal and Employment Appeals Tribunal Annual Tables

- Table E.1 Claims accepted by Employment Tribunals, 2009/10 to 2014/15
- Table E.2 All unfair dismissal jurisdictional complaints disposed of at a hearing, 2014/15
- Table E.3 Representation of claimants at Employment Tribunals, 2005/06 to 2014/15
- Table E.4 Summary of compensation awarded, 2007/08 to 2014/15
- Table E.5 Compensation awarded in Tribunals – claims with Unfair Dismissal jurisdictions, 2007/08 to 2014/15

Table E.6	Compensation awarded in Tribunals – claims with Race Discrimination jurisdictions, 2007/08 to 2014/15
Table E.7	Compensation awarded in Tribunals – claims with Sex Discrimination jurisdictions, 2007/08 to 2014/15
Table E.8	Compensation awarded in Tribunals – claims with Disability Discrimination jurisdictions, 2007/08 to 2014/15
Table E.9	Compensation awarded in Tribunals – claims with Religious Discrimination jurisdictions, 2007/08 to 2014/15
Table E.10	Compensation awarded in Tribunals – claims with Sexual Orientation Discrimination jurisdictions, 2007/08 to 2014/15
Table E.11	Compensation awarded in Tribunals – claims with Age Discrimination, 2007/08 to 2014/15
Table E.12	Costs awarded in Employment Tribunals claims, 2014/15
Table E.13	Summary of Receipts and Disposals at EAT, 2007/08 to 2014/15
Table E.14	Cases dealt with at preliminary hearings by EAT, 2009/10 to 2014/15
Table E.15	Appeals disposed of by EAT at a full hearing, 2009/10 to 2014/15
Table E.16	Appeals withdrawn, 2009/10 to 2014/15

Annex F: Policy Changes

Employment Tribunals

Fees for Employment Tribunals and the Employment Appeals Tribunal were introduced for claims received on or after 29 July 2013, alongside wider reform of procedural rules (following the Underhill Review of Employment Tribunal Rules).

For background information on the reforms please see:

www.justice.gov.uk/tribunals/employment

www.gov.uk/government/publications/employment-tribunal-receipt-statistics-management-information-july-to-september-2013

www.gov.uk/government/consultations/employment-tribunal-rules-review-by-mr-justice-underhill

As a result of the Underhill Review of Employment Tribunal Rules (see Introduction), three new outcome types (Table 2.3) came into effect. These were:

- Dismissed Rule 27 – complaints dismissed by an Employment Judge after initial consideration of claim and response. An Employment Judge can dismiss a claim, or any part of a claim, if s/he considers that it has no reasonable prospect of success, or that the tribunal has no jurisdiction to hear the claim (or part thereof). This is a new provision introduced on 29th July 2013.
- Dismissed upon withdrawal – under new rule 52, an employment tribunal shall issue a judgment dismissing a claim where the claimant withdraws it, unless certain criteria are satisfied. The operation and impact of this new provision is being monitored through these statistics.
- Case discontinued – this records complaints dismissed under rule 40(1) where a party has not satisfied requirements in respect of paying a tribunal fee or demonstrating a case for remission.

On 6 April 2014, the Advisory, Conciliation and Arbitration Service (ACAS) introduced Early Conciliation¹⁵. This means that anybody wishing to make an Employment Tribunal Claim must notify ACAS first and be offered the chance to settle their dispute without going to court. A report on the first quarter of the service can be found here:

www.acas.org.uk/index.aspx?articleid=4960

¹⁵ <http://www.acas.org.uk/index.aspx?articleid=4028>

Social Security and Child Support

From April 2013, changes to the appeal process through the Welfare Reform Act 2012 began to be introduced. There were three changes:

- DWP will reconsider all decisions before an appeal can be lodged (known as mandatory reconsideration);
- appeals must be sent directly to HMCTS (known as direct lodgement);
- there are time limits for DWP to return its responses to HMCTS¹⁶.

Mandatory reconsideration and direct lodgement were introduced for Personal Independence Payment and Universal Credit appeals in April 2013. On 28 October 2013, they were introduced for all other DWP-administered benefits and child maintenance cases, and for appeals against decisions made by HMRC on 1 April 2014. Robust data is not yet available to assess the impact of these changes on tribunal receipts. DWP are looking to publish Mandatory Reconsiderations data when they judge it is of suitable quality to be published as Official Statistics.

For further information, see:

www.gov.uk/government/publications/appeals-process-changes-for-dwp-benefits-and-child-maintenance

Immigration and Asylum

In the last three years, there have been changes to the Family Visit Visa appeal rights. Firstly, the Immigration Appeals (Family Visitor) Regulations 2012 which came into force on 9 July 2012, which restricted the right of appeal to a narrower definition of family visitor¹⁷. Secondly, the Crime and Courts Act 2013 removed the full right of appeal for family visitors and this change came into effect for new visa applicants on 25 June 2013. A limited right of appeal still remains on Human Rights or Race Discrimination grounds.

The Immigration Act 2014 removed a number of existing appeal rights against Home Office decisions. Refused applicants can now only appeal by asserting a fundamental right to enter or remain in the UK. These are Protection, Deprivation of Citizenship, Removal of Refugee Status, Human Rights or European Free Movement. It is a refusal of this decision that has an appeal right under the Act. Where appeal rights were removed and the

¹⁶ Introduced October 2014

¹⁷ www.ukba.homeoffice.gov.uk/sitecontent/newsarticles/2012/june/25-family-visit-visa-appeal

applicant asserts the Home Office has made an error in its decision, there is now a right to an Administrative Review by the Home Office.

Gender Recognition Certificates

The introduction of the Marriage (Same Sex Couples) Act 2013 and the Marriage and Civil Partnerships (Scotland) Act 2014 changed the law in England & Wales and Scotland, meaning it is now possible for some married applicants to remain married while obtaining gender recognition. Prior to December 2014, if an applicant was married or in a civil partnership, they had to annul or dissolve the marriage/ civil partnership before being granted a full GRC.

Annex G: Useful Publications

For previous publications of all Tribunals Statistics please see:

www.gov.uk/government/organisations/ministry-of-justice/series/tribunals-statistics

For more information on the context for this publication please see:

www.justice.gov.uk/about/hmcts/tribunals

A diagram showing the structure of the tribunal system can be found here:

www.judiciary.gov.uk/about-the-judiciary/the-justice-system/court-structure/

For information on Tribunal judgements please see:

www.bailii.org/databases.html#uk

Non-MoJ Scotland Tribunals

For information on non-MoJ Mental Health Tribunals Scotland please see:

www.mhtscotland.gov.uk/mhts/Annual_Reports/Annual_Reports_main

For Additional Support Needs Tribunals in Scotland please see:

www.asntscotland.gov.uk/asnts/181.25.141.html

Information on the Private Rented Housing Panel (prhp), which help Scottish tenants and landlords resolve their differences can be found at the following link:

www.prhpscotland.gov.uk/prhp/128.html

Non-MoJ Northern Ireland Tribunals

For information on Tribunals in Northern Ireland not covered by this report please see the following publications:

www.courtsni.gov.uk/en-GB/Services/Statistics%20and%20Research/Pages/default.aspx

Employment Tribunals

The Department for Business, Innovation and Skills (BIS) have recently published a study on claimants who had been successful at the employment tribunal and were awarded money:

www.gov.uk/government/publications/payment-of-employment-tribunal-awards

The BIS Survey of Employment Tribunal Applicants can be found here:

www.gov.uk/government/statistics/employment-tribunal-applications-2013-survey-findings

Social Security and Child Support

The Department for Work and Pensions (DWP) have carried out analysis on the overturn rates for Employment and Support Allowance (ESA) by region and health condition, for further information see:

www.gov.uk/government/publications/employment-and-support-allowance-6

Contacts

Press enquiries on the contents of this bulletin should be directed to the MoJ or HMCTS press offices:

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Queries regarding the work of the Gender Recognition Panel should be directed to:

Gender Recognition Panel

PO Box 9300

Leicester

LE1 8DJ

Tel: 0845 355 5155

Email: grpenquiries@hmcts.gsi.gov.uk

Other enquiries about these statistics should be directed to the Justice Statistics Analytical Services division of the MoJ:

Alison Colquhoun

Ministry of Justice

102 Petty France

London

SW1H 9AJ

Email: statistics.enquiries@justice.gsi.gov.uk

General enquiries about the statistics work of the MoJ can be e-mailed to statistics.enquiries@justice.gsi.gov.uk

General information about the official statistics system of the UK is available from <http://statisticsauthority.gov.uk/about-the-authority/uk-statistical-system>