
Business Briefing

Tribunal claims set to persist

The government's proposals to make it harder for staff to take their bosses to employment tribunals may actually increase some types of claim, a senior lawyer has warned.

Plans to increase the qualifying period for unfair dismissal claims from one to two years, and insist on deposits from employees who wish to take employers to tribunal, were cautiously welcomed by business groups this week.

However, Bettina Bender, a partner at law firm CM Murray, said the changes

were unlikely to lead to a reduction in tribunal claims. She warned employers that staff would still be able to bring claims for discrimination and whistleblowing without any minimum service requirement.

"The UK governments have yo-yoed over the years on the qualifying period for unfair dismissal," she said.

Employment tribunal claims rose 56 per cent last year compared with the previous 12 months, according to the Tribunals Service.