



PRESS RELEASE

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BEGINS

Employment Tribunal Awards – enforcement given real ‘teeth’

The Ministry of Justice has acted to ensure fines and penalties imposed on employers in Employment Tribunal cases are duly paid according to local solicitor and employment law expert Robert Hill of Wycombe law firm Reynolds Parry Jones.

Mr Hill stated “Recent research undertaken by the Ministry indicated that only 53% of employees awarded compensation from employers had received their awards in full, and an amazing 39% had not received any money at all! Such awards are made against employer when they are found to have transgressed rules and regulations against such things as unfair dismissal and discrimination at the workplace.”

“Now, the Ministry has empowered High Court Enforcement Officers to take action in the case of non-payment of awards. Officers can now remove goods from any business that fails to settle its debt, including stock, plant, machinery and office equipment” Mr Hill went on.

For many businesses this is likely to cause more disruption to their activities than the financial penalty itself, and possibly harm their reputation or image as a result.

“In some cases, of course,” Mr Hill continued “employers do feel aggrieved by the size of the award made against them. However, withholding payment is not a sensible option. Rather, an appeal to the Employment Appeal Tribunal should be considered.”

“My advice is never to withhold payment arbitrarily, but to seek professional advice as to the possibility of an appeal to the EAT. I should be delighted to speak with any employer in this situation, with a view to offering my advice” he concluded.

ENDS

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