

FCO EMPLOYMENT TRIBUNAL DETAILS 2003 - 2007 (Nov)

	2003	2004	2005	2006	2007 Jan-Nov
Grand total of claims over period 2003 - Nov 2007	-	-	-	-	41
Total number by year	6	8 ¹	10	10	7
Annual number won by claimant	0	0	0	0	0 to date
Annual number lost by claimant	0	2	6	7	0 to date
Annual number of cases settled out of court	2	3 (of which 2 involved multiple claimants joined together)	4	3	1
Annual number of cases dropped by claimant	4	3	0	0	0 to date
Annual external legal costs ²	£56123	£24470	Not available	Not available	£101,445 (Jan-June ³)
Total by year of compensation and settlement payments by FCO ⁴	Figure not available	£8500	£7500	£33,425	£10,000
3 largest compensation/settlement payments by FCO by year, of which:	Only 2 payments made	Only 2 payments made	(a)£4500 (b)£1500 (c)£1500	(a) £25,000 (b) £7425 (c) £1000	Only 1 payment made
(i) Total compensation cost of each	N/A	N/A			N/A

¹ Multiple claimants involved in 3 cases

² External legal costs have been provided in answers to Parliamentary Questions for the years shown. Costs for the remaining years (2005, 2006) are only available now at disproportionate cost

³ June 2007 is the latest available figure

⁴ Some outcomes are only known and compensation payments made in later years but they are shown here under the year the claim was lodged

(ii) Sex of claimant	N/A	N/A	(a) Male (b) Male (c) Male	(a) Female (b) Male (c) Male	N/A
(iii) Cause of action	N/A	N/A	(a) Race disc. (b) Race disc. (c) Unfair dismissal	(a) Unfair dismissal (b) Unlawful deduction from wages (c) Fixed term contract	N/A
(iv) Legal costs	N/A	N/A	(a) £2715 (b) £4657 (c) £961	(a) £19,000 (b) £1344 (c) £8099	N/A
Annual number of claims by men	4	11	9	7	5
Annual number of claims by women	2	1	1	3	1
Annual breakdown of causes of action ⁵ : (a) sex discrimination (b) breach of contract (c) unfair dismissal (d) disability discrimination (e) race discrimination (f) other	(b) 1 (c) 5	(a) 2 (b) 3 (e) 1 (f) 5 x equal pay; 1 x PIDA	(b) 2 (c) 3 (e) 4 (f) 1 x equal pay	(c) 1 (e) 5 (f) 2 x unlawful deduction from wages; 1 x fixed term contract; 1 x unknown (FCO cited as 5 th respondent)	(a) 1 (d) 3 (f) 1 x sexual orientation 1 x unlawful deduction from wages

⁵ Some claims cite multiple causes of action. Here they are shown under the main cause so that the numbers of individual claims tallies with the totals for the year