

Early conciliation and employment tribunal data for England Scotland and Wales July to September 2024

18 December 2024

1. Main points

- Open track group cases made up 50% of group cases in July to September 2024, increasing in comparison to 40% in April to June 2024, and 49% in January to March 2024; this is the highest percentage since July 2023.
- Open track cases accounted for the largest number of individual cases between July to September with regards to employee-led early conciliation notification numbers, making up 35% of cases.
- Standard track cases accounted for 72% of employer-led cases for July to September 2024; this has increased from 68% in April to June 2024.
- 69% of early conciliation notifications did not progress to employment tribunal between July to September 2024, increasing slightly from 68% in the previous quarter.
- Open track cases made up around 50% of employment tribunal claim form (ET1) receipts within each of the 5 quarters between July 2023 and September 2024.
- 76% of employment tribunal cases received did not go on to have a hearing in July to September 2024, down slightly from 78% in the previous quarter, but in line with figures that were maintained across each of the quarters prior to March 2024.

2. Early conciliation notifications

When an employee wants to make a claim against their employer at an employment tribunal, in most cases they must notify Acas first. Acas offers early conciliation to try to reach an agreement between the employee and employer and avoid the employee making a claim to an employment tribunal.

In some circumstances, the employer may approach Acas to help resolve a potential dispute. This can also be handled using early conciliation.

Early conciliation notifications can be made:

- by an individual against their employer
- on behalf of a group against their employer
- by an employer where a dispute concerning staff requires resolution

Employee-led early conciliation notifications

Around 95% of all early conciliation notifications came from employees across each of the 5 quarters between July 2023 and September 2024.

Open track cases had the largest number of group cases with an assigned track in July to September 2024, accounting for 50%. This has increased from 40% in April to June 2024. In comparison, group cases with no track assigned held the highest proportion of cases in October to December 2023, accounting for 33% of group cases.

Open track cases had the largest number of individual cases, accounting for 35% of all employee-led cases in July to September 2024. This is down slightly from 36% in April to June 2024, 37% in January to March 2024 and October to December 2023, but an increase compared to 33% in July to September 2023.

Table 1a: Fast track employee-led individual early conciliation cases from July 2023 to September 2024.

Case type	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Individual	7,015	7,133	7,202	6,629	6,778	34,757
Group	144	141	219	193	93	790

Table 1b: Open track employee-led individual early conciliation cases from July 2023 to September 2024.

Case type	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Individual	8,172	8,931	9,490	9,146	9,525	45,264
Group	128	130	309	197	203	967

Table 1c: Standard track employee-led individual early conciliation cases from July 2023 to September 2024.

Case type	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Individual	4,636	5,078	5,420	5,110	5,208	25,452
Group	84	91	84	84	73	416

Table 1d: No assigned track employee-led individual early conciliation cases from July 2023 to September 2024.

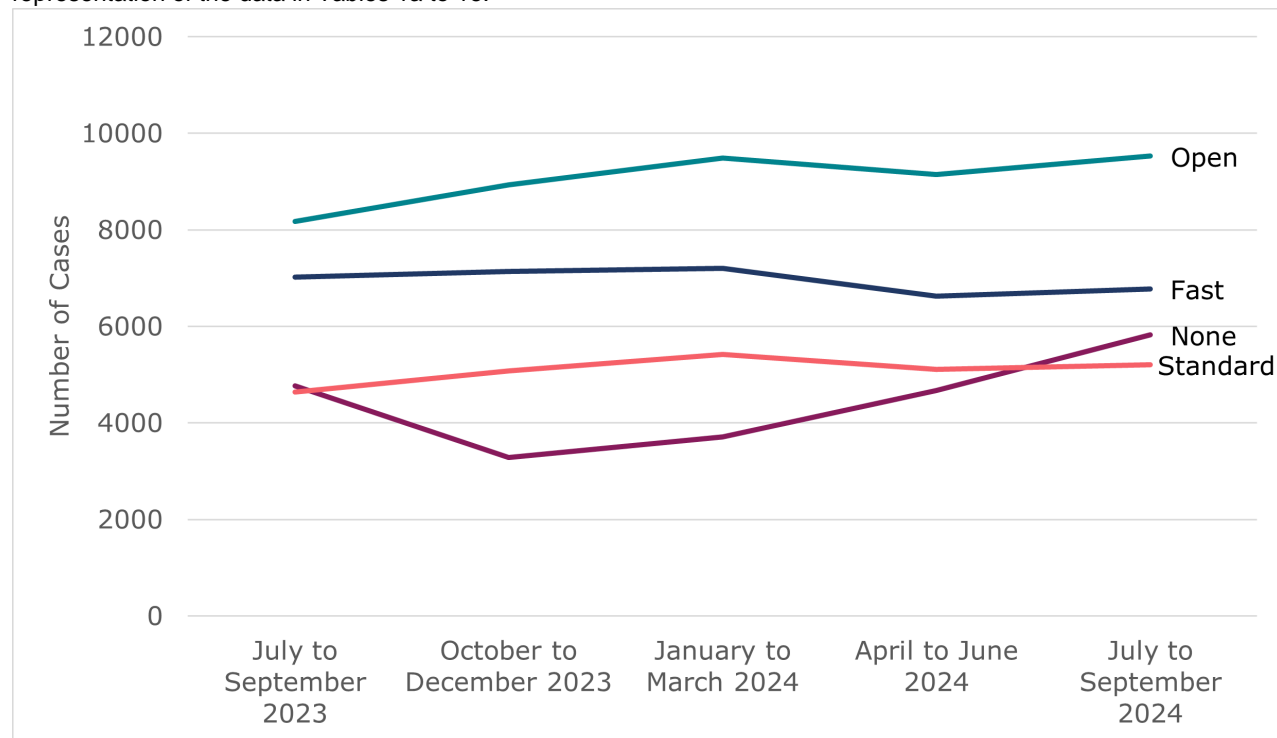
Case type	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Individual	4,766	3,287	3,712	4,666	5,823	22,254
Group	50	180	24	16	37	307

Table 1e: Total numbers of employee-led individual early conciliation cases from July 2023 to September 2024.

Case type	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Individual	15,983	16,122	16,314	16,391	16,526	67,336
Group	366	352	512	389	170	1,789

Individual	24,589	24,429	25,824	25,551	27,334	127,727
Group	406	542	636	490	406	2,480
Claimants within groups	18,240	22,254	24,680	18,944	22,224	106,342

Figure 1: Employee-led individual early conciliation cases by track from July 2023 to September 2024. A visual representation of the data in Tables 1a to 1e.



Employer-led early conciliation notifications

Employer-led early conciliation notifications made up around 5% of early conciliation notifications in the most recent 5 quarters from July 2023 to September 2024.

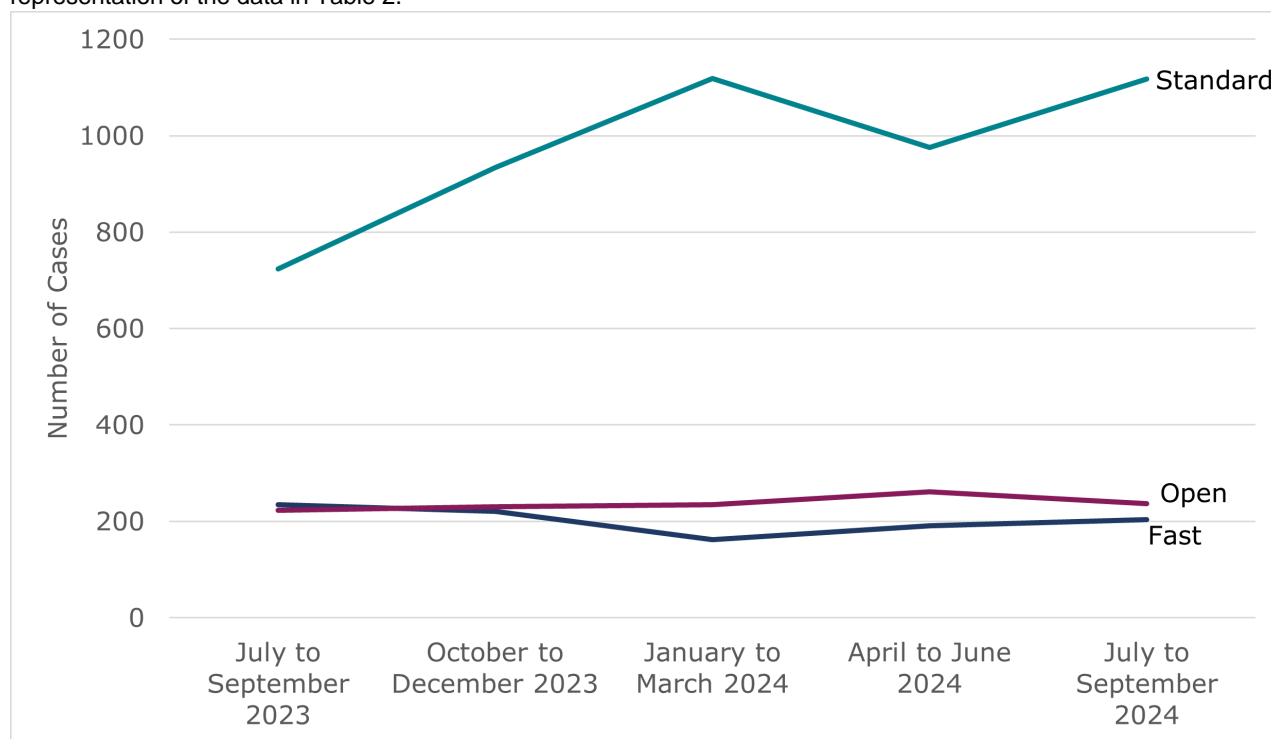
Standard track cases had the largest number of employer-led notifications in all 5 quarters from July 2023 to September 2024. This has increased from the previous quarter, accounting for 72%, compared to 68% of cases in April to June 2024. Standard track cases accounted for 74% in January to March 2024, 67% in October to December 2023, and 61% in July to September 2023.

Table 2: Employer-led individual early conciliation cases by track from April 2023 to June 2024.

Track	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Fast	235	221	162	191	203	1,012
None	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]

Track	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Open	223	230	234	261	237	1,185
Standard	724	934	1,119	975	1,118	4,870
Total	1,182	1,385	1,515	1,427	1,558	7,067

Figure 2: Employer-led individual early conciliation cases by track from July 2023 to September 2024. A visual representation of the data in Table 2.



3. Early conciliation notification outcomes

Some early conciliation notifications are not suitable for conciliation and the service is not mandatory so some claimants will refuse the offer.

Early conciliation cases not progressed to conciliation

In the 5 quarters from July 2023 to September 2024, over 20% of early conciliation cases were closed without parties engaging in early conciliation. Most of these were cases with no track assigned, which made up 86% of cases in July to September, up from 85% in April to June, 63% in January to March, and 59% in October to December. These are where Acas has not been able to get in touch with the claimant to gather enough information to assign a track, so this is to be expected.

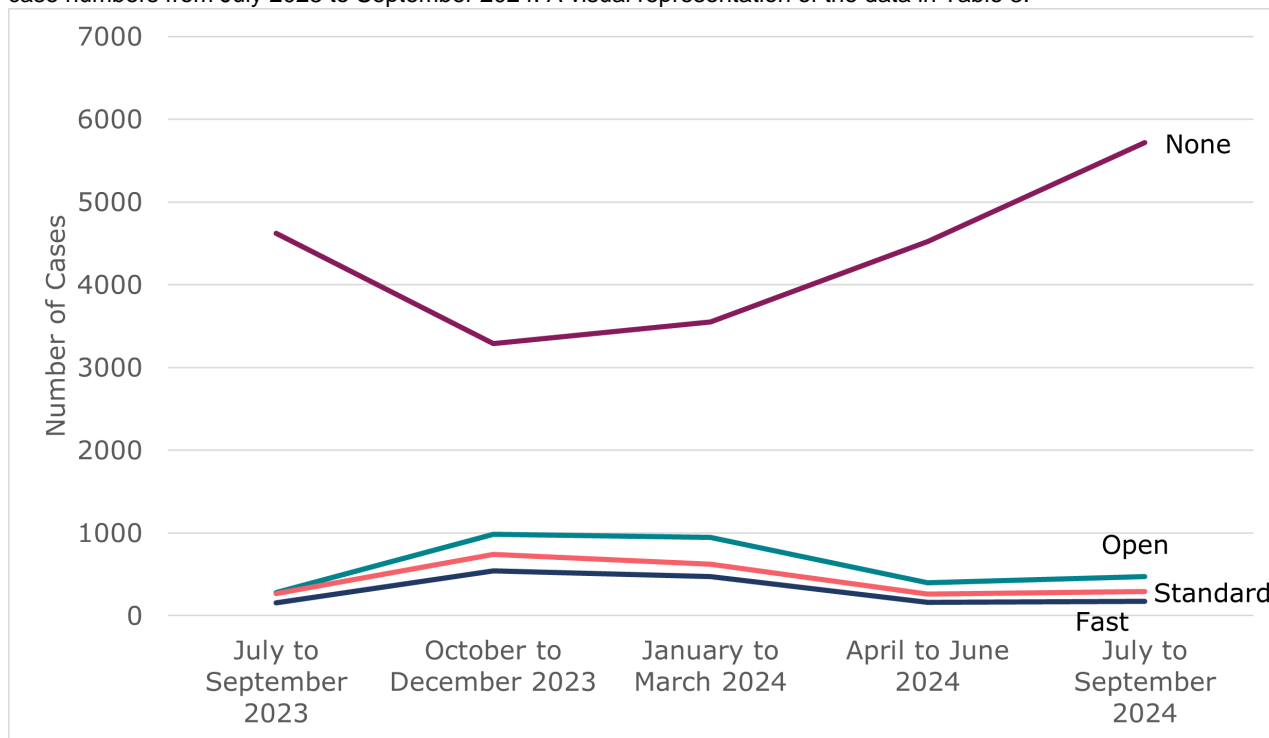
It should be noted that around October 2023, changes were made to the notification form. These changes allowed users to select from more options as to the reason for their dispute. Their selection then determines the track for the case.

Fast track cases were the lowest proportion of the cases that did not progress to conciliation. Of cases with an assigned track, open track cases made up the highest proportion of cases that were not conciliated across each of the 5 quarters between July 2023 and September 2024.

Table 3: Early conciliation notifications that have not progressed to conciliation by track along with total conciliated case numbers from July 2023 to September 2024.

Track	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Fast	153	542	475	164	173	1,507
None	4,623	3,285	3,549	4,519	5,715	21,691
Open	278	986	948	395	474	3,081
Standard	265	738	620	259	291	2,173
Total	5,319	5,551	5,592	5,337	6,653	28,452
Total closed	24,719	24,910	26,157	25,677	27,341	128,804
Percentage of closed cases not conciliated	22%	22%	21%	21%	24%	Not applicable

Figure 3: Early conciliation notifications that have not progressed to conciliation by track along with total conciliated case numbers from July 2023 to September 2024. A visual representation of the data in Table 3.



Settlement of early conciliation cases

Due to the potential time lag between an early conciliation certificate being issued and the corresponding ET1 reaching Acas, these data cannot be accurately reported until after a period of time has elapsed and so are 1 quarter behind all the other statistics in this bulletin. This table covers early conciliation, employee-led and group cases only, and is based on outcomes of cases received in July 2023 to June 2024.

Around 69% of cases did not lead to the submission of an ET1 throughout April to June 2024, up slightly from 68% between October 2023 and March 2024, consistent with the 69% in July to September 2023, and up from 66% in April to June 2023. Of those with an assigned track, the fast track cases were most likely not to progress to ET1. The proportion of cases that did not progress to tribunal increased for all cases with an assigned track in April to June 2024 compared to the previous quarter, with the exception of open track cases.

Table 4a: Fast track early conciliation notifications by outcome of cases received from July 2023 to June 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	Total
Settled by Acas	1,055	1,003	1,059	978	4,095
ET1 avoided	5,643	5,486	5,672	5,397	22,198
Percentage that did not progress to tribunal	79%	75%	78%	79%	Not applicable

Table 4b: Open track early conciliation notifications by outcome of cases received from July 2023 to June 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	Total
Settled by Acas	1,252	1,229	1,341	1,356	5,178
ET1 avoided	5,256	5,253	5,854	6,049	22,412
Percentage that did not progress to tribunal	64%	57%	65%	65%	Not applicable

Table 4c: Standard track early conciliation notifications by outcome of cases received from July 2023 to June 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	Total
Settled by Acas	841	839	943	929	3,552
ET1 avoided	3,310	3,248	3,581	3,683	13,822
Percentage that did not progress to tribunal	70%	61%	69%	70%	Not applicable

Table 4d: Early conciliation notifications not assigned a track by outcome of cases received from July 2023 to June 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	Total
Settled by Acas	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]
ET1 avoided	2,859	2,907	2,980	2,798	11,544
Percentage that did not progress to tribunal	60%	99%	60%	61%	Not applicable

Table 4e: Total number of early conciliation notifications by outcome of cases received from July 2023 to June 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	Total
Settled by Acas	3,148	3,071	3,343	3,263	12,825
ET1 avoided	17,068	16,894	18,087	17,927	69,976
Percentage that did not progress to tribunal	69%	68%	68%	69%	Not applicable

4. Employment tribunal claim form (ET1) receipts

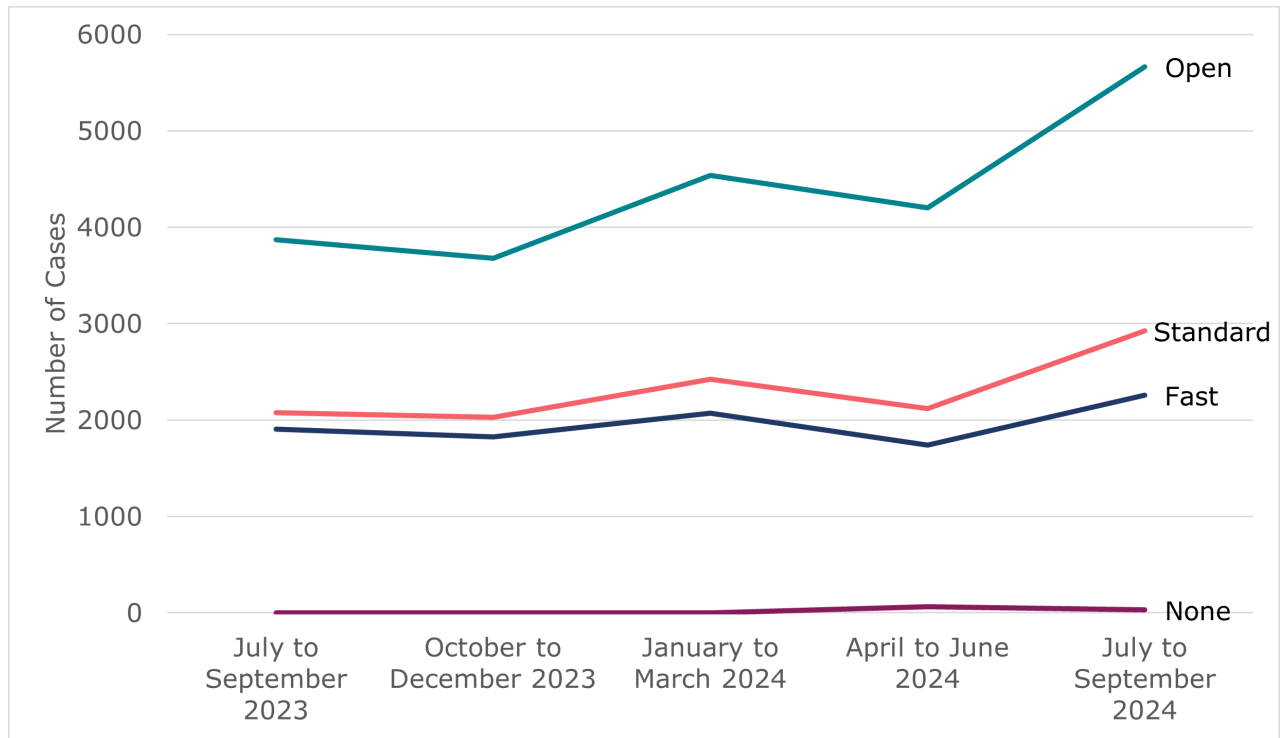
If a case is not resolved by early conciliation, the claimant can submit an ET1 form to make a claim to an employment tribunal. Conciliation can also be carried out at this stage to try to resolve the case without progressing to tribunal.

The highest level of ET1 receipts was received in open track cases, accounting for around 50% of all ET1 receipts in each of the 5 quarters between July 2023 and September 2024. The lowest proportion of ET1 receipts was received in cases with no track assigned, accounting for less than 1% of all ET1 receipts in each of the 5 quarters between July 2023 and September 2024.

Table 5: Employment tribunal claim receipts from July 2023 to September 2024.

Track	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Fast	1,905	1,827	2,073	1,739	2,260	9,804
None	[suppressed]	[suppressed]	[suppressed]	66	32	98
Open	3,872	3,676	4,536	4,200	5,666	21,950
Standard	2,077	2,028	2,423	2,120	2,926	11,574
Total	7,854	7,531	9,032	8,125	10,884	43,426

Figure 4: Employment tribunal claim receipts from July 2023 to September 2024. A visual representation of the data in Table 5.



5. Employment tribunal claims outcomes

These data are based on cases that had an outcome within the quarters covered in this bulletin and do not correspond to the cases that were received in Table 5.

76% of all employment tribunal cases in July to September 2024 did not progress to a tribunal hearing, down from 78% in April to June 2024, but consistent with the figures across each of the quarters between July 2023 and March 2024. Of cases with an assigned track, open track cases were most likely to not progress to a hearing, with fast track cases most likely to progress to a hearing. Acas settled around 69% of the cases that did not progress to tribunal in July to September 2024, down slightly from 71% in April to June 2024, 70% in January to March 2024, and 73% in October to December 2023. This figure was 69% in July to September 2023. The remaining cases were withdrawn.

Table 6a: Fast track employment tribunal cases with outcomes reached from July 2023 to September 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Settled by Acas	732	640	682	597	616	3,267
Withdrawn	466	401	417	394	399	2,077
Percentage that did not have a hearing	61%	61%	58%	63%	62%	Not applicable

Table 6b: Open track employment tribunal cases with outcomes reached from July 2023 to September 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Settled by Acas	2,160	2,373	2,219	2,236	2,173	11,161
Withdrawn	838	718	863	851	906	4,176
Percentage that did not have a hearing	85%	85%	85%	86%	84%	Not applicable

Table 6c: Standard track employment tribunal cases with outcomes reached from July 2023 to September 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Settled by Acas	977	1,075	1,030	999	1,029	5,110
Withdrawn	415	411	387	340	397	1,950
Percentage that did not have a hearing	71%	73%	74%	73%	75%	Not applicable

Table 6d: Employment tribunal cases not assigned a track with outcomes reached from July 2023 to September 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Settled by Acas	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]
Withdrawn	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]
Percentage that did not have a hearing	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]	[suppressed]

Table 6e: Total number of employment tribunal cases with outcomes reached from July 2023 to September 2024.

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Settled by Acas	3,869	4,088	3,931	3,832	3,818	19,538
Withdrawn	1,719	1,530	1,667	1,585	1,702	8,203

Outcome	July to September 2023	October to December 2023	January to March 2024	April to June 2024	July to September 2024	Total
Percentage that did not have a hearing	76%	76%	76%	78%	76%	Not applicable

6. Glossary

Conciliation or conciliating

The process of negotiation when an Acas conciliator mediates between parties in an employment dispute to try and reach agreement without going to an employment tribunal.

Conciliator

A government official employed by Acas who mediates or conciliates between parties in an employment dispute.

Early conciliation

Acas service introduced in April 2014. Voluntary process of conciliating with the aim of resolving the case before a formal employment tribunal claim has been submitted. The prospective claimant submits an early conciliation notification to Acas, usually online, and Acas will then offer them early conciliation.

Early conciliation notification

Submission to Acas (usually online) required to begin conciliation.

Employment tribunal (ET)

Court of law charged with hearing cases within employment jurisdictions, although cases with monetary value may be heard elsewhere.

ET1

Form used by claimants to make a claim to an employment tribunal. The form is copied to Acas to allow ET1 conciliation to proceed until either the dispute is resolved, or a legal judgement is reached. It's free to submit an ET1.

ET1 avoided

Disputes that, at the time of publication, had led to an early conciliation notification but an ET1 had not been submitted.

Post ET1 conciliation

Acas has a duty to attempt conciliation between the claimant and their employer once an ET1 has been submitted and passed to Acas. If a settlement can be reached or if the claimant agrees to withdraw their claim, the dispute is considered to be resolved. Otherwise, it will proceed to an employment tribunal hearing.

Group case

Cases which have been grouped together for conciliation because they are against the same employer and relate to the same dispute. 'Claimants in groups' are the number of claimants represented by these group claims.

Jurisdiction

Legal classification of the type of dispute a claim is made about. One case may contain more than one jurisdiction. For example, an unfair dismissal claim may also contain a claim under the Wages Act for unpaid wages. This could be changed in an employment tribunal.

Live case

Early conciliation notifications or ET1s still going through the conciliation process.

Track

How Acas loosely classes the complexity of each case, based on the jurisdictions in the ET1 form, or the suggested jurisdictions assigned to early conciliation notifications.

The 4 tracks are:

- fast track – straightforward cases mostly relating to money, such as unpaid wages
- standard track – cases that are more complicated than fast track and involve unfair dismissal or a related jurisdiction
- open track – the most legally complex cases with at least one type of discrimination or disclosure jurisdiction
- no track assigned – cases where insufficient information is available to assign indicative jurisdictions (for example, where parties cannot be contacted)

7. Quality

You can find more information in the [methodology article](#) and [background quality reports](#) on:

- strengths in the data
- limitations of the data
- appropriate uses of the data
- how the data were created

8. Related links

- [Acas individual conciliation evaluation 2019](#)
- [Employment tribunal statistics on GOV.UK](#)