

# Early conciliation and employment tribunal data for England Scotland and Wales October to December 2024

11 March 2025

## 1. Main points

- Open track group cases made up 41% of group cases in October to December 2024, decreasing in comparison to 50% in July to September 2024, and up slightly from 40% in April to June 2024.
- Open track cases accounted for the largest number of individual cases between October to December with regards to employee-led early conciliation notification numbers, making up 35% of cases.
- Standard track cases accounted for 73% of employer-led cases for October to December 2024; this has increased from 72% in July to September, and 68% in April to June.
- 69% of early conciliation notifications did not progress to employment tribunal between July to September 2024, remaining consistent from the previous quarter.
- Open track cases made up 55% of employment tribunal claim form (ET1) receipts in October to December 2024, up slightly from the 50% across each of the 4 quarters between October 2023 and September 2024.
- 79% of employment tribunal cases received did not go on to have a hearing in October to December 2024, up slightly from 76% in the previous quarter.

## 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 October 2023 and December 2024.

Open track cases had the largest number of group cases with an assigned track in October to December 2024, accounting for 41%. This has decreased from 50% in July to September 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 October to December 2024. This is consistent with 35% in July to September 2024, and down slightly from 36% in April to June 2024.

Table 1a: Fast track employee-led individual early conciliation cases from October 2023 to December 2024

	Individual	Group
October to December 2023	7,133	141
January to March 2024	7,202	219
April to June 2024	6,629	193
July to September 2024	6,778	93
October to December 2024	6,958	93
<b>Total</b>	<b>34,700</b>	<b>739</b>

Table 1b: Open track employee-led individual early conciliation cases from October 2023 to December 2024

	Individual	Group
October to December 2023	8,931	130
January to March 2024	9,490	309
April to June 2024	9,146	197
July to September 2024	9,525	203
October to December 2024	10,022	168
<b>Total</b>	<b>47,114</b>	<b>1,007</b>

Table 1c: Standard track employee-led individual early conciliation cases from October 2023 to December 2024

	Individual	Group
October to December 2023	5,078	91
January to March 2024	5,420	84
April to June 2024	5,208	73
July to September 2024	5,509	51
October to December 2024	5,509	51

	Individual	Group
<b>Total</b>	26,325	383

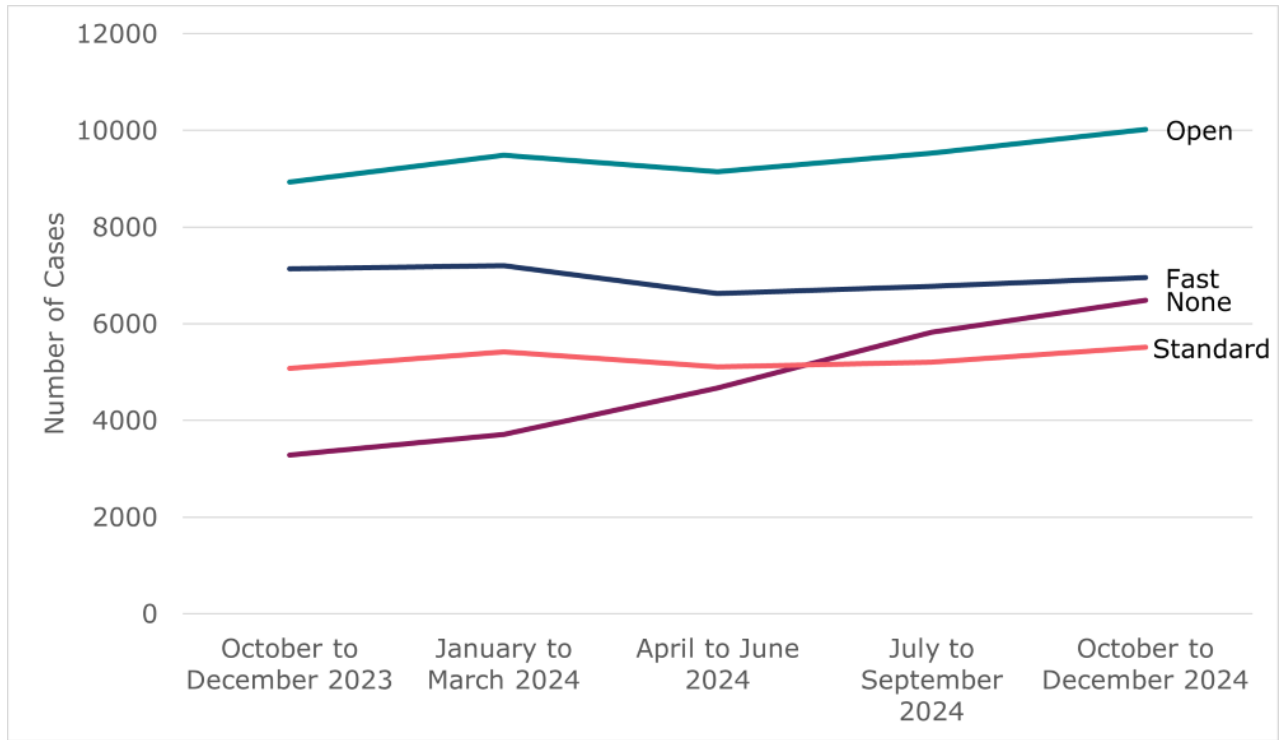
Table 1d: No assigned track employee-led individual early conciliation cases from October 2023 to December 2024

	Individual	Group
<b>October to December 2023</b>	3,287	180
<b>January to March 2024</b>	3,712	24
<b>April to June 2024</b>	4,666	16
<b>July to September 2024</b>	5,823	37
<b>October to December 2024</b>	6,480	102
<b>Total</b>	23,968	359

Table 1e: Total numbers of employee-led individual early conciliation cases from October 2023 to December 2024

	Individual	Group	Claimants within groups
<b>October to December 2023</b>	24,429	542	22,254
<b>January to March 2024</b>	25,824	636	24,680
<b>April to June 2024</b>	25,551	490	18,944
<b>July to September 2024</b>	27,334	406	22,224
<b>October to December 2024</b>	28,969	414	33,481
<b>Total</b>	132,107	2,488	121,583

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



### Employer-led early conciliation notifications

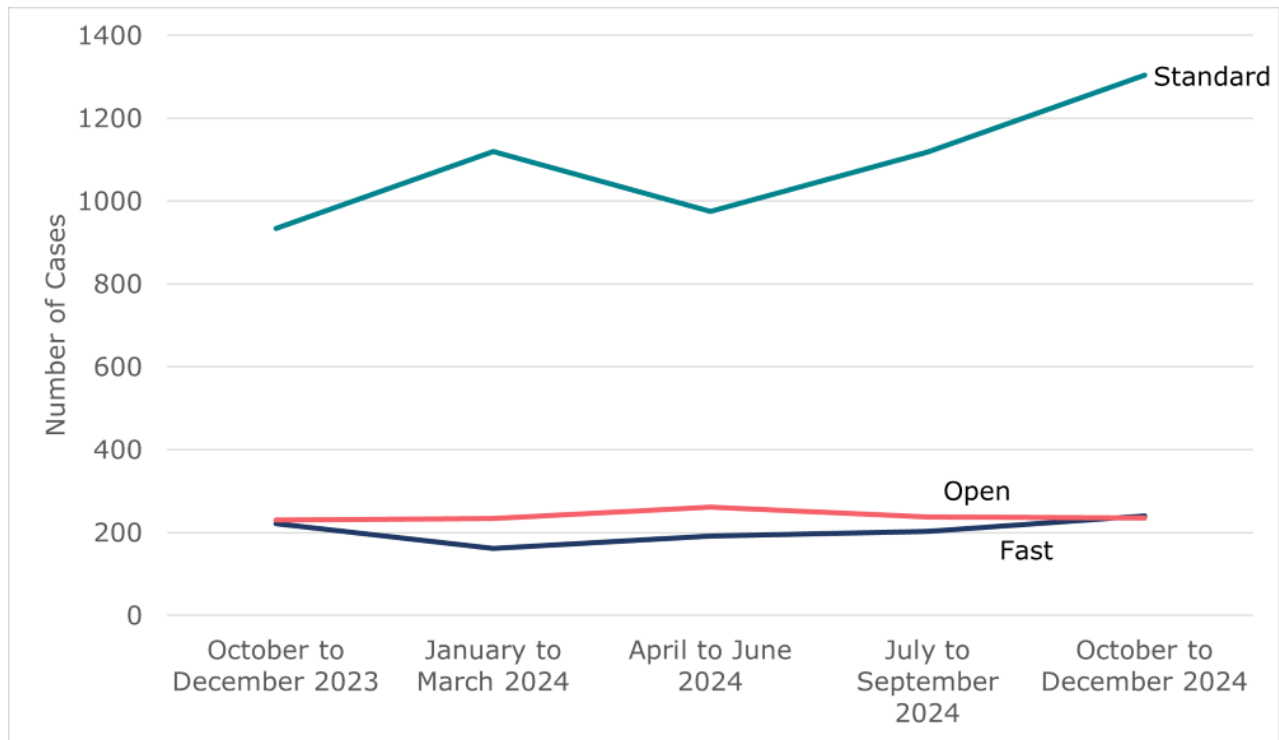
Employer-led early conciliation notifications made up around 5% of early conciliation notifications in the most recent 5 quarters from October 2023 to December 2024.

Standard track cases had the largest number of employer-led notifications in all 5 quarters from October 2023 to December 2024. This has increased from the previous quarter, accounting for 73%, compared to 72% of cases in July to September 2024, and 68% in April to June 2024. Standard track cases accounted for 74% in January to March 2024, and 67% in October to December 2023.

Table 2: Employer-led individual early conciliation cases by track from October 2023 to December 2024

	Fast	None	Open	Standard	Total
<b>October to December 2023</b>	221	[suppressed]	230	934	1,385
<b>January to March 2024</b>	162	[suppressed]	234	1,119	1,515
<b>April to June 2024</b>	191	[suppressed]	261	975	1,427
<b>July to September 2024</b>	203	[suppressed]	237	1,118	1,558
<b>October to December 2024</b>	240	[suppressed]	235	1,304	1,779
<b>Total</b>	1,017	[suppressed]	1,197	5,450	7,664

Figure 2: Employer-led individual early conciliation cases by track from October 2023 to December 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 October 2023 to December 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 87% of cases in October to December 2024, up from 86% in July to September 2024, 85% in April to June 2024, 63% in January to March 2024, and 59% in October to December 2023. 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

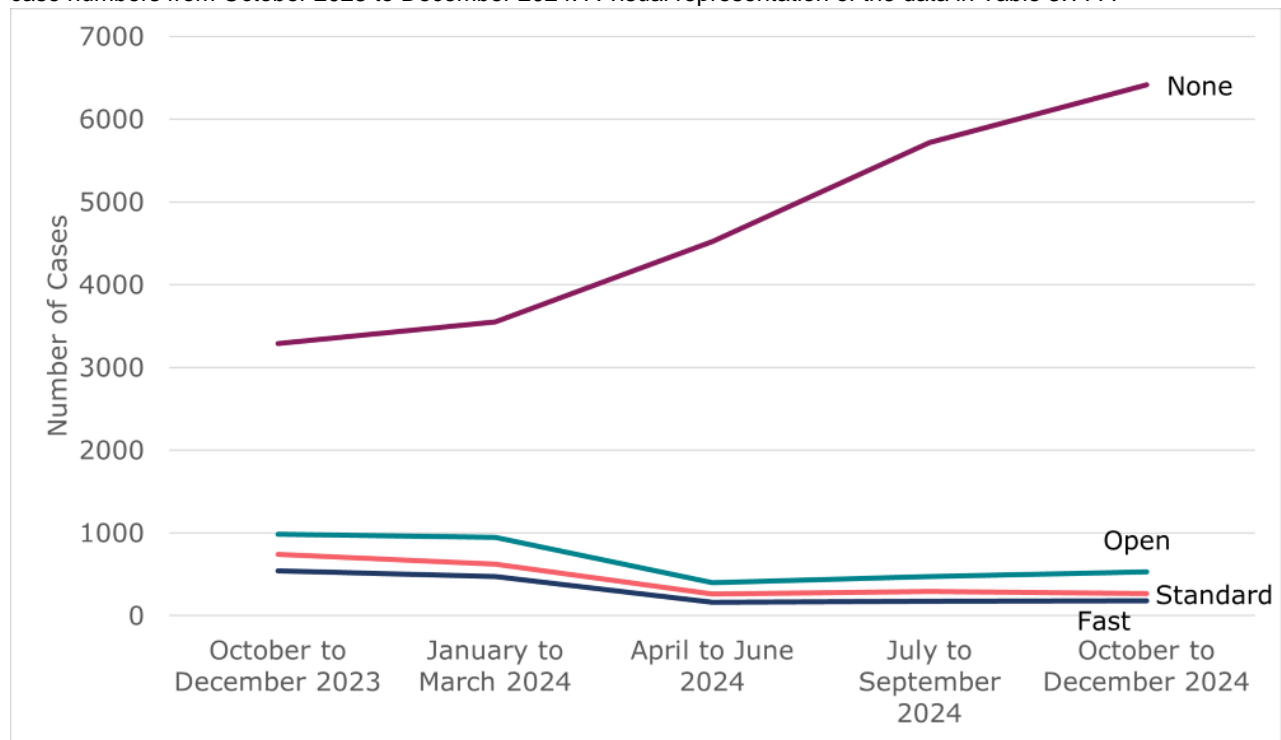
Fast track cases were the lowest proportion of the cases that did not progress to conciliation (5% over the last 5 quarters). Of cases with an assigned track, open track cases made up the highest proportion of cases that were not conciliated across each of the 5 quarters between October 2023 and December 2024 (10.9%).

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

Track	October to December 2023	January to March 2024	April to June 2024	July to September 2024	October to December 2024	Total
Fast	542	475	164	173	181	1,535

Track	October to December 2023	January to March 2024	April to June 2024	July to September 2024	October to December 2024	Total
None	3,285	3,549	4,519	5,715	6,417	23,485
Open	986	948	395	474	526	3,329
Standard	738	620	259	291	267	2,175
<b>Total</b>	<b>5,551</b>	<b>5,592</b>	<b>5,337</b>	<b>6,653</b>	<b>7,391</b>	<b>30,524</b>
<b>Total closed</b>	<b>24,910</b>	<b>26,157</b>	<b>25,677</b>	<b>27,341</b>	<b>29,326</b>	<b>133,411</b>
<b>Percentage of closed cases not conciliated</b>	22%	21%	21%	24%	25%	Not applicable

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

Around 69% of cases did not lead to the submission of an ET1 throughout July to September 2024, consistent with 69% in April to June 2024, and up slightly from 68% between October 2023 and March 2024. 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 fast track cases and cases with no track assigned in July to September 2024 compared to the previous quarter (79% to 80% and 61% to 65%, respectively).

Table 4a: Fast track early conciliation notifications by outcome of cases received from October 2023 to September 2024

	Settled by Acas	ET1 avoided	Did not progress to tribunal
<b>October to December 2023</b>	1,003	5,486	75%
<b>January to March 2024</b>	1,059	5,672	78%
<b>April to June 2024</b>	978	5,397	79%
<b>July to September 2024</b>	970	5,748	80%
<b>Total</b>	4,010	22,303	Not applicable

Table 4b: Open track early conciliation notifications by outcome of cases received from October 2023 to September 2024

	Settled by Acas	ET1 avoided	Did not progress to tribunal
<b>October to December 2023</b>	1,229	5,253	57%
<b>January to March 2024</b>	1,341	5,854	65%
<b>April to June 2024</b>	1,356	6,049	65%
<b>July to September 2024</b>	1,364	6,701	65%
<b>Total</b>	5,290	23,857	Not applicable

Table 4c: Standard track early conciliation notifications by outcome of cases received from October 2023 to September 2024

	Settled by Acas	ET1 avoided	Did not progress to tribunal
<b>October to December 2023</b>	839	3,248	61%
<b>January to March 2024</b>	943	3,581	69%
<b>April to June 2024</b>	929	3,683	70%
<b>July to September 2024</b>	893	3,856	70%
<b>Total</b>	3,604	14,368	Not applicable

Table 4d: No assigned track early conciliation notifications by outcome of cases received from October 2023 to September 2024

	Settled by Acas	ET1 avoided	Did not progress to tribunal
<b>October to December 2023</b>	[suppressed]	2,907	99%
<b>January to March 2024</b>	[suppressed]	2,980	60%
<b>April to June 2024</b>	[suppressed]	2,798	61%
<b>July to September 2024</b>	[suppressed]	3,973	65%
<b>Total</b>	[suppressed]	12,658	Not applicable

Table 4e: Total numbers of early conciliation notifications by outcome of cases received from October 2023 to September 2024

	Settled by Acas	ET1 avoided	Did not progress to tribunal
October to December 2023	3,071	16,894	68%
January to March 2024	3,343	18,087	68%
April to June 2024	3,263	17,927	69%
July to September 2024	3,227	20,278	69%
<b>Total</b>	12,904	73,186	Not applicable

## 4. Employment tribunal claim form (ET1) receipts

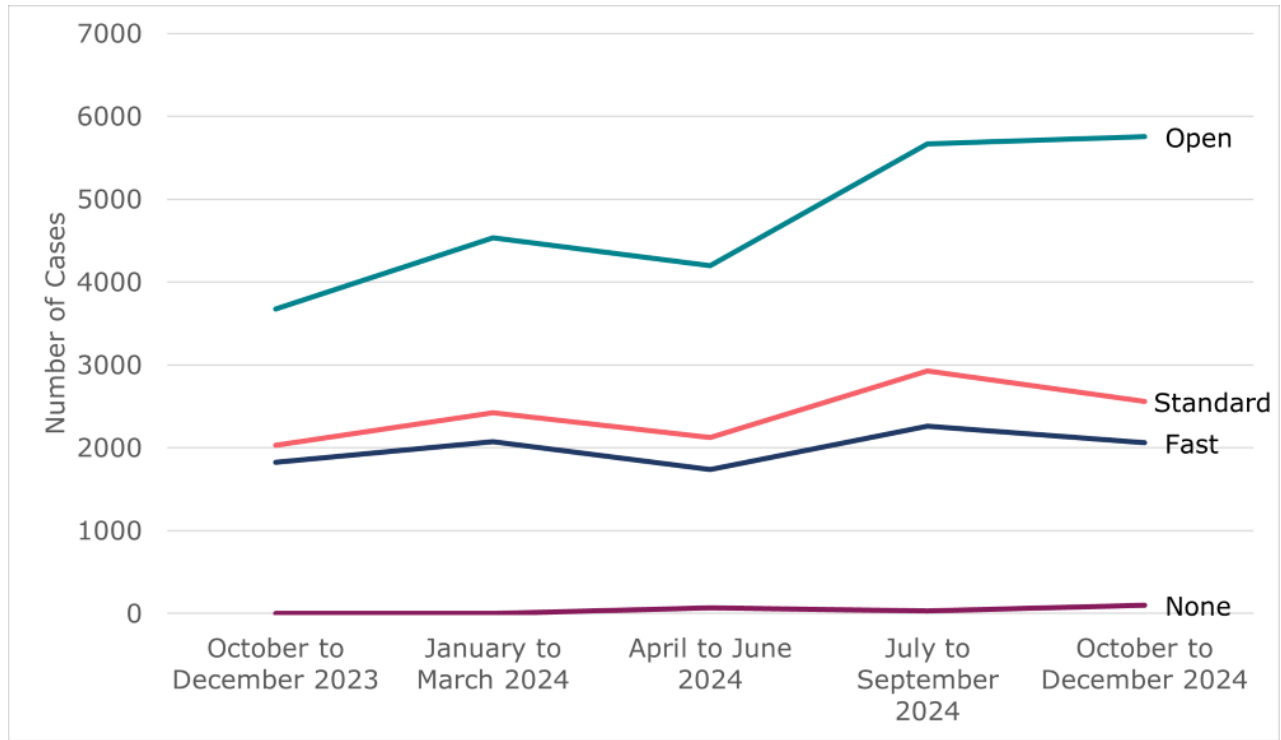
If a case is not resolved by early conciliation, the claimant can submit an ET1 form to make a claim to an employment tribunal. Conciliation can also be carried out at this stage to try to resolve the case without progressing to tribunal.

The highest level of ET1 receipts was received in open track cases, accounting for around 55% of all ET1 receipts in October to December 2024, up slightly from the 50% across each of the 4 previous quarters. 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 October 2023 and December 2024.

Table 5: Employment tribunal claim receipts from October 2023 to December 2024

	Fast	None	Open	Standard	Total
October to December 2023	1,827	[suppressed]	3,676	2,028	7,531
January to March 2024	2,073	[suppressed]	4,536	2,423	9,032
April to June 2024	1,739	66	4,200	2,120	8,125
July to September 2024	2,260	32	5,666	2,926	10,884
October to December 2024	2,060	102	5,754	2,560	10,476
<b>Total</b>	9,959	200	23,832	12,057	46,048

Figure 4: Employment tribunal claim receipts from October 2023 to December 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.

79% of all employment tribunal cases in October to December 2024 did not progress to a tribunal hearing, up from 76% in July to September 2024, and 78% in April to June 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 70% of the cases that did not progress to tribunal in October to December 2024, up slightly from 69% in July to September 2024, but down from 71% in April to June 2024. The remaining cases were withdrawn.

Table 6a: Fast track employment tribunal cases with outcomes reached from October 2023 to December 2024

	Settled by Acas	Withdrawn	Percentage that did not have hearing
<b>October to December 2023</b>	640	401	61%
<b>January to March 2024</b>	682	417	58%
<b>April to June 2024</b>	597	394	63%
<b>July to September 2024</b>	616	399	62%
<b>October to December 2024</b>	661	434	62%
<b>Total</b>	3,196	2,045	Not applicable

Table 6b: Open track employment tribunal cases with outcomes reached from October 2023 to December 2024

	Settled by Acas	Withdrawn	Percentage that did not have hearing
October to December 2023	2,373	718	85%
January to March 2024	2,219	863	85%
April to June 2024	2,236	851	86%
July to September 2024	2,173	906	84%
October to December 2024	2,780	1,150	85%
<b>Total</b>	11,781	4,488	Not applicable

Table 6c: Standard track employment tribunal cases with outcomes reached from October 2023 to December 2024

	Settled by Acas	Withdrawn	Percentage that did not have hearing
October to December 2023	1,075	411	73%
January to March 2024	1,030	387	74%
April to June 2024	999	340	73%
July to September 2024	1,029	397	75%
October to December 2024	1,498	506	79%
<b>Total</b>	5,631	2,041	Not applicable

Table 6d: No assigned track employment tribunal cases with outcomes reached from October 2023 to December 2024

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

Table 6e: Total numbers of employment tribunal cases with outcomes reached from October 2023 to December 2024

	Settled by Acas	Withdrawn	Percentage that did not have hearing
October to December 2023	4,088	1,530	76
January to March 2024	3,931	1,667	76
April to June 2024	3,832	1,585	78

	Settled by Acas	Withdrawn	Percentage that did not have hearing
July to September 2024	3,818	1,702	76
October to December 2024	4,939	2,090	79
<b>Total</b>	20,608	8,574	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 before a formal employment tribunal claim has been submitted with the aim of resolving the case. 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 early conciliation evaluation 2019](#)
- [Employment tribunal statistics on GOV.UK](#)