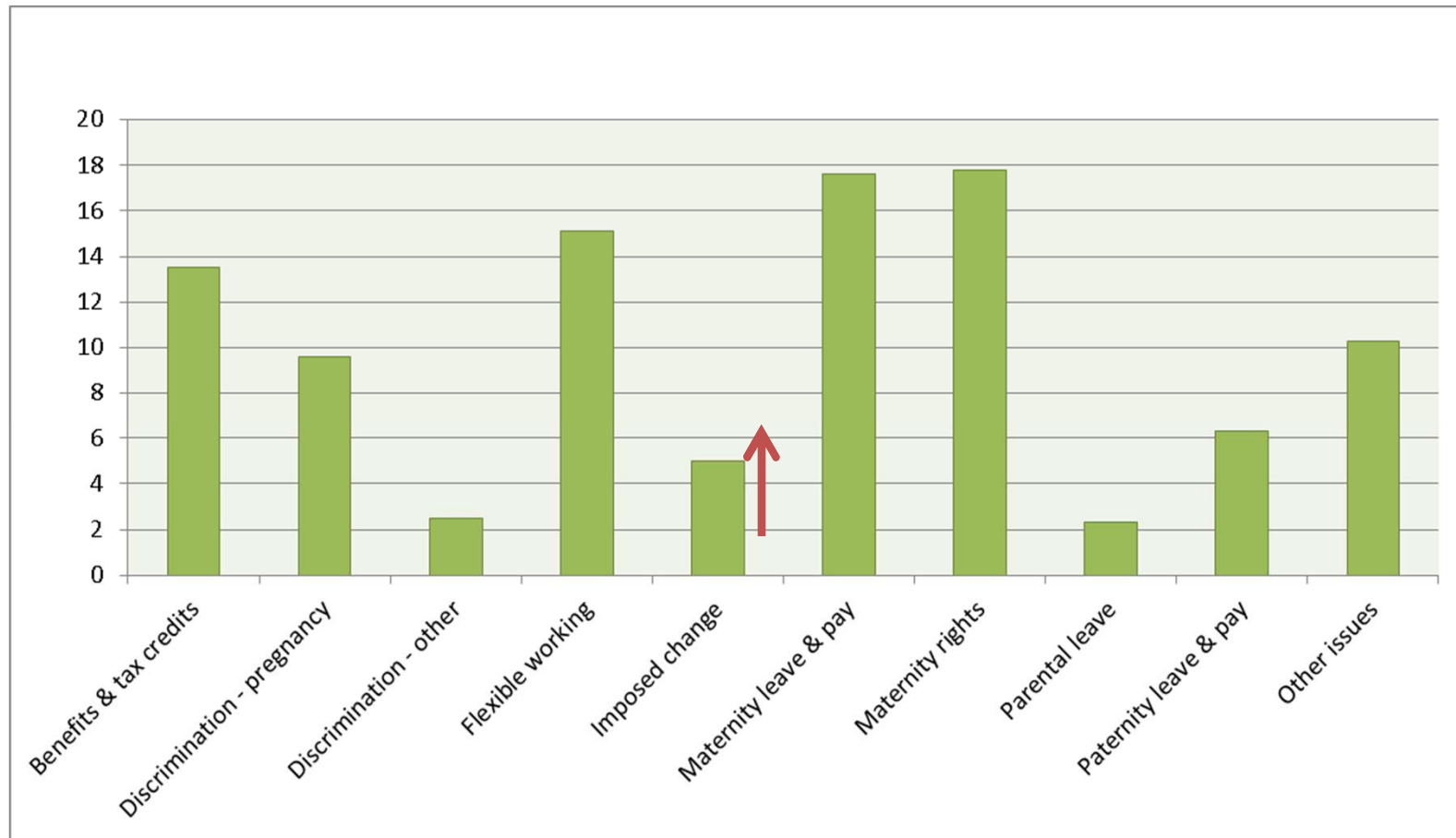
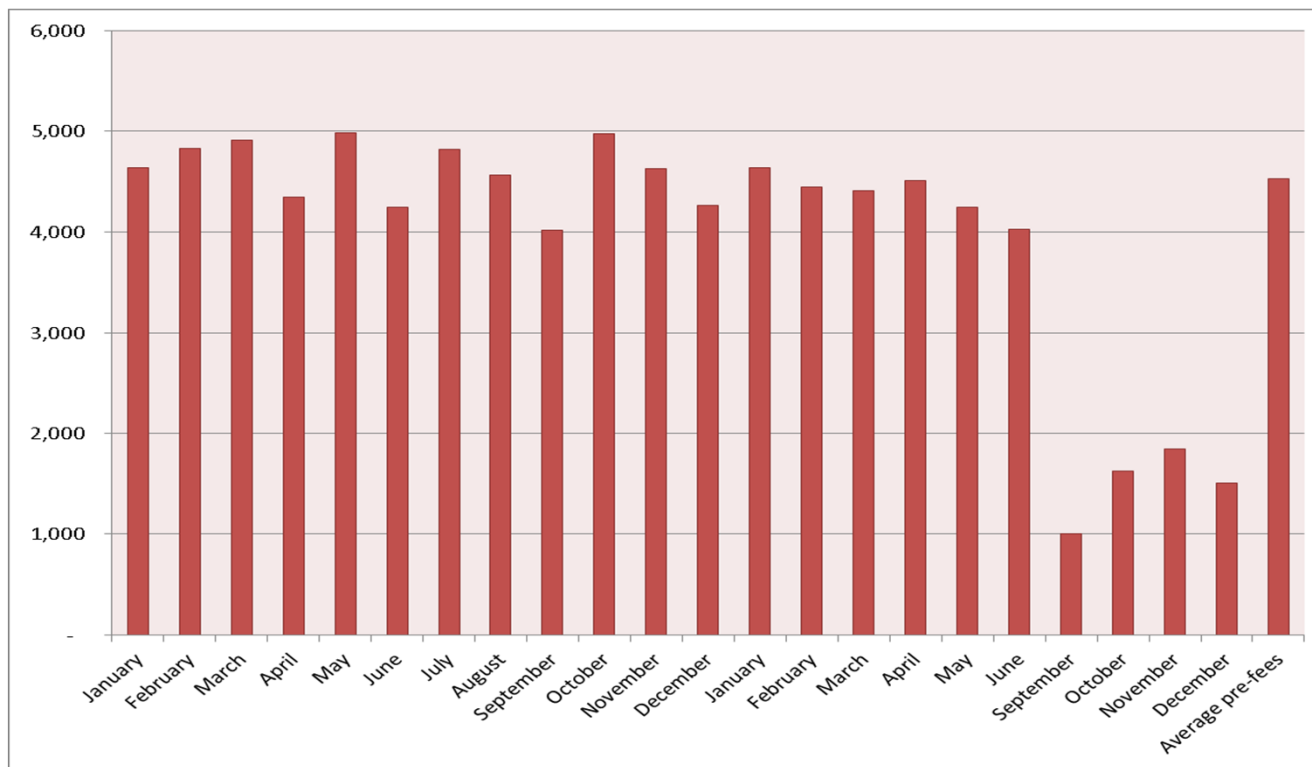


# Percentage of helpline team work sessions, by issue, 2013

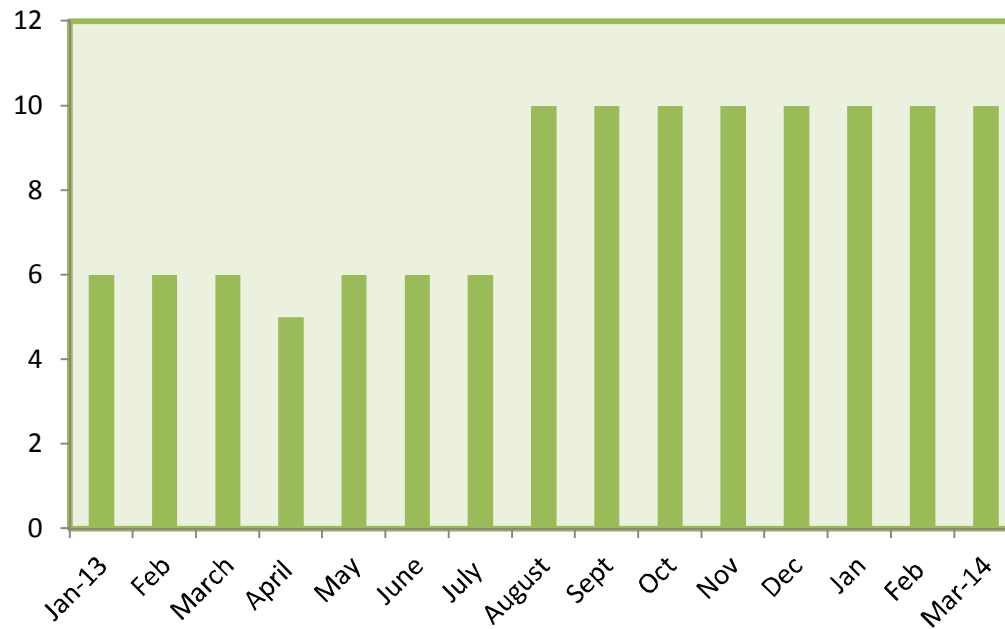


## Employment tribunal claims by individual claimants, January 2012 to December 2013 (excluding July and August 2013).



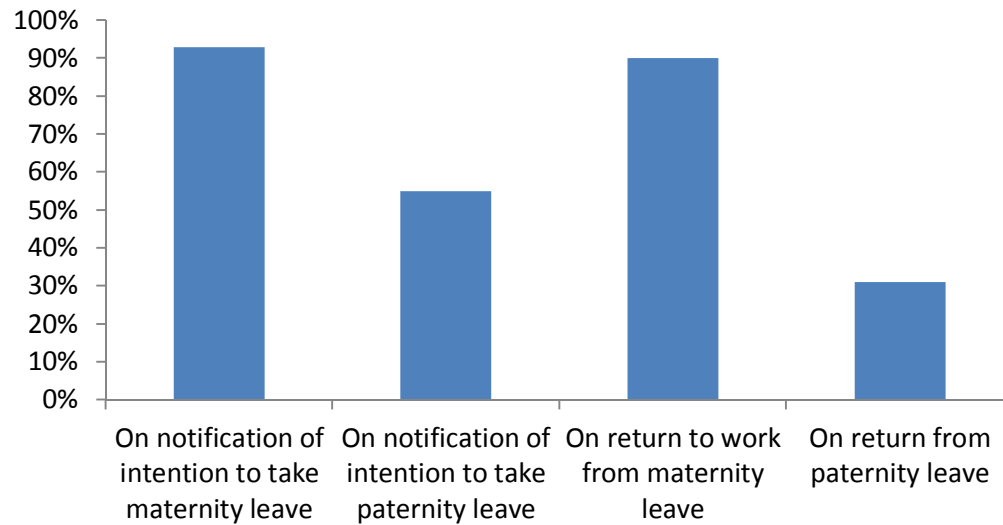
Source: *Tribunal Statistics (quarterly): October to December 2013*, Ministry of Justice, March 2014. Available at: <https://www.gov.uk/government/publications/tribunal-statistics-quarterly-october-to-december-2013>

## More than 1 interaction with employment lawyer



Do you enable employees to take planned time off for family occasions?		
Percentage answering		
Yes	76%	Policy 38% Managers discretion 62%
No	24%	

## When do you remind employees of their rights and opportunities to request flexible working?



## Criteria to assess formal flex working requests

