

Judicial Mediation Scheme

Statistical Analysis

2024 - 25

Industrial Tribunals and Fair Employment Tribunal



FOREWORD BY PRESIDENT

As President of the Office of the Industrial Tribunals and Fair Employment Tribunal, I am delighted to be providing the foreword to this year's Annual Report on the Judicial Mediation Scheme in the Industrial Tribunals and Fair Employment Tribunal of Northern Ireland ('Tribunals'). This report gives me the opportunity to review and reflect on the success of the Judicial Mediation Scheme in the Tribunals in the year April 2024 to March 2025.

The Judicial Mediation Scheme has been in operation for two years. As detailed within the Report, 56 Mediations took place between April 2024 and March 2025, an increase of 22% from the previous year.

Encouragingly, 73.2% of the Judicial Mediations that took place, resulted in a resolution of the tribunal claim, either on the day of the Judicial Mediation or within a short period thereafter. This translates into a net saving of 289 hearing days in the year April 2024 to March 2025. This is a significant cost saving to the parties, the Tribunals Administration and Judicial resources.

Demand for Judicial Mediation continues to be high in the Tribunals. Judicial Mediation is an important element of dispute resolution within the Tribunals as part of the Tribunals' obligations to "*... wherever practicable and appropriate, encourage the use by the parties of conciliation or other means of resolving their disputes by agreement.*" Alternative Dispute mechanisms can only be viewed as positive. As evidenced in this report, Judicial Mediation provides a real alternative to costly adversarial Hearings, and I am especially encouraged by the variety and number of claim jurisdictions that have judicially mediated.

I welcome this opportunity to express my gratitude to the Employment Judiciary who have enthusiastically embraced Judicial Mediation in the Employment Tribunals and to the practitioners, representatives and parties who continue to request Judicial Mediation and strive to ensure the success of the Scheme.

I would also like to acknowledge the contribution of the Labour Relations Agency to the success of the Judicial Mediation Scheme and thank them for their ongoing co-operation.

I intend to engage with the Regular Tribunal User Group to obtain feedback on the Judicial Mediation Scheme in the Tribunals and look forward to engaging with practitioners in the continued evolution and success of Judicial Mediation in the Tribunals.



PRESIDENT

Maxine Orr

Industrial Tribunals and Fair Employment Tribunal

28 July 2025

Introduction

Presidential Guidance was issued on 31st March 2023 launching a pilot scheme for Judicial Assessment and Judicial Mediation which also included the formal framework and criteria that would be used. A copy of that guidance and the criteria is available on our website at www.employmenttribunalsni.co.uk/publications-search/judicial-mediation.

Judicial Assessment

Judicial Assessment (JA) is an impartial and confidential assessment by an Employment Judge, normally undertaken at the first Case Management Preliminary Hearing (CMPH), of the strengths, weaknesses and risks of the parties' respective claims, allegations and contentions. It is a voluntary, formalised part of early case management where the parties have requested an assessment of the case.

An early assessment of the case by an Employment Judge may assist the parties in identifying what the case is really about, what is at stake, and may clarify and narrow the issues and encourage settlement. This may lead to resolution of the case by agreement between the parties before positions become entrenched and costs excessive, or may shorten and simplify the scope of hearings.

Most cases of any complexity which are listed for a case management hearing on service of proceedings will be suitable for Judicial Assessment. However, the following (non-exclusive) factors may render the case unsuitable for an offer of JA:

- there are multiple claimants not all of whom request JA;
- a party is insolvent; or
- High Court or other proceedings exist or are intimated.

Judicial Mediation

Judicial Mediation is a process for resolving claims in which a judge in their capacity as a mediator facilitates the parties to find an acceptable solution without having to go to a full hearing.

Judicial Mediators are Employment Judges who have had Judicial Mediation training in order to help parties reach agreement on their disputes.

It is a voluntary and confidential process and any party to the mediation may withdraw from the process prior to reaching a formal settlement agreement (either prepared by

the parties and agreed via the Labour Relations Agency or prepared by the parties' legal representatives if both sides are represented) at the mediation session.

For Judicial Mediation to be successful all parties must be willing to compromise and move away from their preferred solution if need be.

HEADLINE STATISTICS

During the period 01.04.24 to 31.03.25, 4,128 claimants (of which 3,510 were part of 6 multiple cases) requested and agreed to participate in Judicial Mediation.

76 mediations were listed to take place during the period, an increase of 14 (22.6%) on the previous year. These involved 4,128 claimants, 104 respondents and 29,591 claims.

20 mediations were withdrawn from the process for a variety of reasons (see (iii) below). 56 mediations proceeded, an increase of 17 (43.6%) on last year. Of those 56:

- **73.2%** had a successful outcome, saving 298 judicial hearing days¹. This is a substantial 32.4% increase on the previous year where 225 days were saved;
- 0.5% (15) of claimants were unrepresented;
- 99% (3,213) were legally represented;
- 1 was represented by a Union official; and
- 1 was represented by a non legal representative.
- 1.25% (1) of respondents were unrepresented and 98.75% (79) were legally represented.
- The most common jurisdictions that occurred within the JM scheme in the period were Disability Discrimination, Sex Discrimination and Unfair Dismissal.

Analysis

(i) Successful Judicial Mediations (JM)

There were 22 successful mediations (on the day) involving 33 claimants, 25 respondents and 41 claims.

A further 19 mediations resolved before a final hearing took place. These involved 22 claimants, 29 respondents and 31 claims.

Further details in respect of the successful JMs can be found at Annex A.

¹ Total of 289 hearing days, 33 PRPHs, 4 CMPHs (based on listing of 4 per day = 9 days)

Claim jurisdictions

Jurisdiction	No of claimants	No of claims	No of claimants	No of claims
	2023-24		2024-25	
Disability Discrimination	14	25	16	21
Sex Discrimination	5	6	15	24
Race Discrimination	3	5	6	12
Age Discrimination	4	4	7	8
Fair Employment	3	3	2	2
Sexual Orientation	-	-	2	3
Part Time Working	-	-	2	2
Public Interest Disclosure	5	13	7	14
Unfair Dismissal	16	17	19	24
Failure to pay Wages (UDW)	5	5	14	17
Breach of Contract	5	5	8	13
Right to paid annual leave	1	1	-	-
Equal Pay	1	1	3	3
Equal Treatment	1	1	-	-
Minimum Wage Act	1	1	-	-
Right to itemised pay slip	2	2	-	-
Right to written reasons for dismissal	2	2	-	-
Harassment/Victimisation on a protected ground	-	-	9	15
TUPE	-	-	9	9
Trade Union Member Rights	-	-	1	1
Flexible Working	-	-	1	1
Trade Union Activities	-	-	1	2
Interim Relief	-	-	1	1

Representation

Claimant		Respondent	
Unrepresented	Legally Represented	Unrepresented	Legally Represented
12	42	1	54
Trade Union			
1			

Days saved

	2023-24	2024-25
Hearing days saved	222	289
PRPH time saved (based on avg 1hr)	2	8
Other days saved	1	1
Total	225	298

(ii) Unsuccessful Judicial Mediations

3,175 claimants and 25 respondents participated in 15 Judicial Mediations to deal with 29,156 claims. This included 2 significant holiday pay cases involving 29,133 claims (3,161 claimants). These matters will continue to be case managed to completion and/or listed for a full hearing.

Further information relating to these cases can be found at Annex B.

Claim jurisdictions

Jurisdiction	No of claimants	No of claims	No of claimants	No of claims
	2023-24		2024-25	
Disability Discrimination	4	7	6	9
Sex Discrimination	5	11	4	9
Race Discrimination	3	5	2	4
Age Discrimination	1	1	-	-
Fair Employment	1	4	2	2
Health & Safety	-	-	1	1
Public Interest Disclosure	3	4	1	1
Unfair Dismissal	3	3	2	2
Failure to pay Wages (UDW)	3	5	4	5
Breach of Contract	1	1	1	1
"Holiday Pay"	-	-	3,161	29,133
Equal Pay	-	-	1	1
Minimum Wage Act	-	-	1	1
Particulars of contract	-	-	1	1
Right to paid annual leave	-	-	2	3
Harassment/Victimisation on a protected ground	1	1	4	4
TUPE	1	1	-	-

Representation

Claimant		Respondent	
Unrepresented	Represented	Unrepresented	Represented
3	3,171	0	25
Non legal Rep			
1			

(iii) Did not proceed

20 Judicial Mediations involving 358 claimants, 25 respondents and 363 claims were scheduled but did not progress because of earlier conciliation/settlement of the matters or where one or more of the parties withdrew their consent to the process. Please see Annex C for case details.

Reasons for withdrawal from JM process

Reason	Number of claims	S.O.E. exchanged	Number of claims	S.O.E. exchanged
Conciliated/APS/SBP	16	8	362	0
Withdrawal of claim	1	1	-	-
High Court proceedings ongoing	5	0	-	-
Claimant withdrew from process	2	1	2	0
Respondent withdrew from process	7	2	2	0

Claim jurisdictions

Jurisdiction	No of claimants	No of claims	No of claimants	No of claims
	2023-24		2024-25	
Disability Discrimination	16	18	9	10
Sex Discrimination	3	3	3	3
Race Discrimination	1	1	4	4
Age Discrimination	2	3	217	217
Fair Employment	1	1	5	5
Health & Safety	1	1	1	1
Public Interest Disclosure	3	7	6	6
Unfair Dismissal	11	11	8	8
Failure to pay Wages (UDW)	-	-	3	3
Breach of Contract			2	2
"Holiday Pay"			126	126
Equal Pay	1	1	-	-

Sexual Orientation	-	-	1	1
Particulars of contract	1	1	-	-
Harassment/Victimisation on a protected ground	1	1	1	1
Part Time Working	1	1	-	-
Right to written reasons for dismissal	1	1	-	-

Representation

Claimant		Respondent	
Unrepresented	Represented	Unrepresented	Represented
1	354	-	25
Non Legal	Equality Commission		
1	2		

(iv) Matters listed for Judicial Mediation

A further 29 Judicial Mediations have been offered and have been listed for 2025-26. Please see Annex D for further details.

Claim jurisdictions

Jurisdiction	No of claimants	No of claims
Disability Discrimination	11	14
Public Interest Disclosure	5	5
Unfair Dismissal	18	18
Sex Discrimination	3	5
Failure to pay Wages (UDW)	5	6
Breach of Contract	5	5
Age Discrimination	2	2
Right to paid annual leave	3	3
Sexual Orientation	1	1
Fair Employment	5	6
Maternity/Paternity Rights	3	4
Harassment (on protected ground)	3	3
Flexible Working	1	1
Right to receive particulars of contract	2	2
Redundancy Payment	3	3
Health & Safety	1	1
Itemised Pay Statement	1	1

Minimum Wage Act	1	1
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Annex A - Successful Judicial Mediations

Judicial Mediation No. 64 – 4 claims of Race Discrimination; 1 claim of Unfair Dismissal; 4 claims of Harassment and Victimisation

These matters had been extensively case-managed having undergone 5 CMPHs, a PRPH and listed for a 5 day hearing on 4 occasions. JM was listed on 3 occasions and was eventually heard with a successful outcome having conciliated.

1 PRPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 80 – 9 claims of FTP (UDW) and TUPE

4 CMPHs took place and a 10 day hearing was listed. The hearing was postponed and re-listed for 20 days. JM took place and was successful. 1 PRPH and 20 hearing days saved. All parties were legally represented.

Judicial Mediation No. 81 – 3 claims for Race Discrimination and PID

These matters were extensively case-managed with 9 CMPHs and 1 PRPH taking place before JM was requested. A PRPH, 15 day hearing and JM were listed. The matter conciliated at JM. 1 PRPH and 15 hearing days saved. The claimant was self-represented (representative having come off record) and the respondents were legally represented

Judicial Mediation No. 83 – 1 claim of Disability discrimination and Breach of Contract

JM was requested at the first CMPH. A CMPH and a 5 day hearing were listed. JM took place and was successful. 1 CMPH and 5 hearing days saved. The claimant was self-represented and the respondent was legally represented.

Judicial Mediation No. 88 – 1 claim for unfair dismissal.

2 CMPHs were heard and a PRPH and 3 day hearing were listed. JM was listed, postponed and relisted. At the JM the parties conciliated. 1 PRPH and 3 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 91 – 4 claims for Unfair dismissal; Sex Discrimination; Breach of Contract and FTP (UDW)

3 CMPHs were heard and a 7 day hearing was listed. The parties conciliated at JM. 7 hearing days saved. All parties were legally represented.

Judicial Mediation No. 96 – 1 claim for Unfair Dismissal and Age Discrimination

JM was requested at the first CMPH and a PRPH and 5 day hearing were also listed. The matter was settled between the parties at JM. 1 PRPH and 5 hearing days were saved. Both parties were legally represented.

Judicial Mediation No. 111 – 1 claim for Disability Discrimination

JM was requested at the first CMPH. A full hearing was also listed. The matter was settled between the parties at JM. 7 hearing days saved. Both parties were legally represented.

Judicial Mediation 113 – 2 claims for Breach of Contract, PID, Equal Pay, Disability, Sexual Orientation and Age Discrimination; 1 claim for Sex Discrimination and Harassment/Victimisation

The matters were extensively managed through 7 CMPHs. A full hearing was listed on 2 occasions. JM was heard and the claims were conciliated. 10 hearing days were saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 117 – 1 claim for Age Discrimination, Part time Working, FTP(UDW); Trade Union Member Rights and Flexible working

JM followed the first CMPH. A PRPH and full hearing had also been listed. The matters were successfully conciliated at JM. 1 PRPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 118 – 1 claim for Unfair Dismissal, Sex discrimination, PID and Harassment/Victimisation

4 CMPHs took place, a PRPH and full hearing were listed. The matters were conciliated at the JM. 1 PRPH and 10 hearing days saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 121 – 1 claim for Sex Discrimination and Part Time Working

JM was requested at the first CMPH. A PRPH and full hearing were also listed. The case conciliated at JM. 1 PRPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 122 – 2 claims for Disability Discrimination

2 CMPHs had been heard; a PRPH and full hearing had both been listed on 3 occasions. The matters were conciliated at JM. 1 PRPH and 5 hearing days saved. The claimant was represented by their Trade Union and the respondent was legally represented.

Judicial Mediation No. 124 – 1 claim for Disability Discrimination

2 CMPHs were heard; a PRPH and a full hearing were listed. The matter was conciliated at JM. 1 PRPH and 3 hearing days saved.

The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 129 – 1 claim for Age Discrimination

2 CMPHs were heard, 2 PRPHs were also heard. The full hearing was listed on 5 occasions. The matter was conciliated at JM. 1 PRPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 131 – 1 claim for Sex Discrimination, Equal Pay; Unfair Dismissal, Breach of Contract and FTP (UDW)

3 CMPHs were heard and a full hearing was listed. The matter was settled between the parties at JM. 1 PRPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 134 – 1 claim for Sex and Disability Discrimination and Unfair Dismissal

JM followed the first CMPH. A PRPH and full hearing had also been listed. The matters were successfully conciliated at JM. 1 PRPH and 9 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 135 – 2 claims for Disability Discrimination

3 CMPHs were heard and a PRPH and full hearing were listed. The matter was conciliated at JM. 1 PRPH and 3 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 141 – 1 claim for Disability Discrimination

JM was requested at the first CMPH. A full hearing was also listed. The matter was conciliated at JM. 3 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 145 – 1 claim for Disability and Age Discrimination and Harassment/Victimisation

JM was requested at the first CMPH. A full hearing was also listed. The matter was conciliated at JM. 1 CMPH and 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 146 – 2 claims of Sex and Race Discrimination; 1 claim for Unfair Dismissal and 1 claim of Victimisation

This matter involved 2 claimants. 7 CMPHs were heard in the first claim and the full hearing was listed on 4 occasions. 2 CMPHs were heard in the 2nd claim and a full hearing was listed twice. The claimants agreed to JM to be heard together and the cases were conciliated at JM. 2 PRPHs and 19 hearing days saved. All parties were legally represented.

Judicial Mediation No. 154 – 1 claim for Race Discrimination

2 CMPHs and a PHPI were heard. The full hearing was listed on 2 occasions. The matter was conciliated at JM. 1 PRPH and 4 hearing days saved. Both parties were legally represented.

Further Cases which successfully resolved following JM but before full hearing

Judicial Mediation No. 36 – 1 claim of Unfair Dismissal; 1 claim of Age Discrimination; 1 claim of Race Discrimination

3 CMPHs had been heard and a full 5 day hearing was listed on 3 occasions. JM was listed on 3 occasions and but was unsuccessful on the day. However, the case settled between the parties shortly thereafter. 1 PRPH and 5 hearing days saved. All parties were legally represented.

Judicial Mediation No. 39 – 1 claim of Disability Discrimination

2 CMPHs had been heard and a full 7 day hearing listed before the case was listed for JM. This was postponed and a further CMPH took place. JM was subsequently listed on 2 further occasions. JM was unsuccessful and a further PRPH and CMPH took place. The full hearing was relisted but was adjourned pending settlement. The case subsequently conciliated. 1 PRPH and 7 hearing days saved. The claimant self-represented and the respondent was legally represented.

Judicial Mediation No. 52 – 2 claims of Unfair Dismissal; 1 claim of Breach of Contract

3 CMPHs had been heard and a PRPH and 5 day hearing had been listed on 2 occasions. A further PRPH was heard before JM was listed. JM was listed on 3 occasions, postponed twice and on the 3rd occasion was withdrawn on the basis that the parties were too far apart having received the respective statement of expectations. 2 further CMPHs took place and the case conciliated. 5 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 68 – 1 claim of Sex Discrimination; Age Discrimination; Unfair Dismissal; Breach of Contract

3 CMPHs took place and a 5 day hearing listed twice before JM took place. The first JM date was postponed and was relisted. The claimant withdrew from the process on the basis that there was little or no prospect of mediation delivering a satisfactory outcome, the statement of expectations having been shared between the parties. The claim was conciliated in advance of the full hearing 1 month later, saving a JM day, a PRPH and 5 hearing days. Both parties were legally represented.

Judicial Mediation No. 71 – 1 claim for Disability Discrimination and Unfair Dismissal

5 CMPHs and a PHPI took place before JM was requested by the parties. A 10 day hearing was listed on 3 occasions. JM was listed on 3 occasions and on the last occasion it was heard but was unsuccessful. A PRPH and 2 CMPHs followed. The matter was conciliated in advance of the 4th listing of a full hearing therefore saving 10 hearing days. Statements of expectations had been shared. The claimant was self-represented and the respondent was legally represented.

Judicial Mediation No. 77 – 1 claim for Unfair Dismissal

Following the 1st CMPH a PRPH and 10 day hearing were listed. JM was requested and listed but was unsuccessful. A further 3 CMPHs were listed but were adjourned pending settlement. The case was settled between the parties. Statements of expectations had been shared. 1 PRPH and 10 hearing days saved. All parties were legally represented.

Judicial Mediation No. 82 – 1 claim for Sex Discrimination and FTP (UDW)

At the 1st CMPH, JM was requested and a PRPH and 4 day hearing were listed. JM took place but was unsuccessful. The full hearing was adjourned pending settlement and the case settled. 1 PRPH and 4 hearing days were saved. Both parties were legally represented.

Judicial Mediation No. 86 – 1 claim of FET; 2 claims of Sex Discrimination and Detriment Trade Union Activities; 1 claim of Equal Pay

This involved 2 claimants. In the first claim, following the 1st CMPH, JM was listed and heard but was unsuccessful. A PRPH and 4 day hearing were listed. In the second, 2 CMPHs took place before JM. This was unsuccessful and a PRPH and 4 day hearing were listed (not for the same dates as above).

Statements of expectations had been shared. Both cases were settled between the parties. 2 PRPHs and 8 hearing days saved. All parties were legally represented.

Judicial Mediation No. 87 – 4 claims for Sex Discrimination, PID, Victimisation and 1 claim for Sexual Orientation Discrimination

At the 1st CMPH, a PRPH and a 7 day hearing were listed. JM was also listed however, the case conciliated following the exchange of the statements of expectation (this being the reason the case is included as partial success). 1 PRPH, 1 CMPH; 1 JM day and 7 hearing days were saved. The claimant was self-represented (although briefly had a Mackenzie friend) and the respondent was legally represented.

Judicial Mediation No. 92 – 1 claim for FET; 1 claim for Sex Discrimination

3 CMPHs and a PRPH were heard and a 4 day hearing listed. JM took place but was unsuccessful. A further CMPH took place and a PRPH and full hearing were re-listed. These were adjourned pending settlement between the parties. Settlement took place. Statements of expectations had been shared. 1 PRPH and 5 hearing days saved. All parties were legally represented.

Judicial Mediation No. 100 – 3 claims for Unfair Dismissal and Breach of Contract

At the 1st CMPH, a PRPH, 5 day hearing and JM were listed. All 3 claimants withdrew their claims without any further hearings. The claimants had exchanged their statements of expectations and on that basis, this matter is deemed to have been partially successful. 1 JM day, 1 PRPH and 5 hearing days saved. All parties were legally represented.

Judicial Mediation No. 101 – 1 claim for Sex Discrimination and unfair dismissal.

The first CMPH was heard and the matter listed for a PRPH and 7 day hearing. JM was listed on 3 occasions. Before the final listing for JM the respondent withdrew from the proceedings. The matter was conciliated 4 months later. The claimant had exchanged their statement of expectations and on that basis, this matter is deemed to have been partially successful. 1 JM day, 1 PRPH and 7 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 106 – 1 claim for Disability Discrimination and Unfair Dismissal

The case was extensively case managed with 6 CMPHs and a PRPH being heard. A full hearing was listed on 4 occasions. Whilst JM was unsuccessful on the day, the matter later settled between the parties. Statements of expectations had been shared. 7 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 110 – 1 claim of Disability Discrimination and PID

JM was requested at the 1st CMPH and a PRPH and full hearing were listed. The matter conciliated prior to JM taking place. Statements of expectations had been shared and on that basis, this matter is deemed to be partially successful. 1 JM day, 1 PRPH and 4 hearing days saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation 130 – 1 claim for Race Discrimination

2 CMPHs took place, a PRPH and full hearing were listed. JM was unsuccessful on the day however, the matter was conciliated in advance of the hearing. Statements of expectations had been shared. 1 PRPH and 10 hearing days saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 132 – 2 claims for Disability Discrimination, 1 claim of Unfair Dismissal, Interim Relief; Breach of Contract, PID and Harassment/ Victimisation

Following the 1st CMPH, a PRPH and full hearing were listed as well as JM. JM was unsuccessful on the day however conciliated a short time later. Statements of expectations had been shared. 1 PRPH and 10 hearing days saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 142 – 1 claim for Disability Discrimination, Unfair Dismissal and Harassment/Victimisation

3 CMPHs were heard and a PRPH and full hearing were listed on 2 occasions. JM was postponed. The claimant exchanged their statement of expectations and the matter conciliated shortly thereafter in advance of the relisted JM. On that basis this matter is deemed to be partially successful. 1 CMPH, 1 PRPH, 1 JM and 5 hearing days saved. The claimant was a litigant in person and the respondent was legally represented.

Judicial Mediation No. 143 – 2 claims for Sex and Disability Discrimination, PID and FTP (UDW); 1 claim of Harassment/victimisation

3 CMPHs took place. A PRPH and full hearing were listed on 2 occasions. JM was unsuccessful on the day and the matter was adjourned pending settlement. Statements of expectations had been shared. 1 PRPH and 10 hearing days saved. Both parties were legally represented.

Judicial Mediation No. 149 – 2 claims for sex discrimination and 1 claim for Unfair Dismissal

JM was requested at the 1st CMPH. A PRPH and 5 day hearing were listed. Statements of expectation were exchanged and the matter conciliated prior to JM. On that basis, this matter is deemed to have been partially successful. 1 PRPH, 1 JM and 5 hearing days saved. Both parties were legally represented.

Annex B - Unsuccessful Mediations

Judicial Mediation No. 20 – 4 claims of Sex Discrimination, 3 claims of Race Discrimination; 1 claim of Harassment and Victimisation
JM was requested at the 1st CMPH. A further 3 CMPHs and a PRPH had been heard and a 10 day hearing listed before JM took place. The full hearing was postponed and relisted. JM took place but was unsuccessful. A further PRPH and a CMPH have been heard in the matter and the full hearing has been postponed and stayed as the claimant has lodged High Court proceedings. All parties are legally represented

Judicial Mediation No. 59 – 1 claim of FTP (UDW); Right to receive particulars of contract and right to paid annual leave.

4 CMPHs were heard and a 3 day hearing listed on 3 occasions before JM was requested. JM took place but was unsuccessful. A further CMPH took place and the hearing relisted on 3 occasions, all being postponed. A further CMPH has been listed. Both parties are legally represented.

Judicial Mediation No. 84 – 2 claims for Disability Discrimination and 1 claim of harassment and victimisation

Following the 1st CMPH, a PRPH, a CMPH and 5 day hearing were listed. JM was requested by email and was heard. JM was unsuccessful but narrowed the issues for the parties and a way forward was mapped out. A second JM date was listed as well as a CMPH and a new date for full hearing. JM was unsuccessful on the 2nd attempt. A further CMPH was heard and new dates for PRPH and full hearing were listed. Both parties are legally represented.

Judicial Mediation No. 98 – 1 claim for Disability Discrimination, Unfair Dismissal, Breach of Contract and Health & Safety Detriment

A CMPH was heard, followed by a PHPI which was allowed. JM was listed on 2 occasions but was unsuccessful. A PRPH was then heard and a 3 day hearing was listed. However, the matter has now been stayed until September 2025 pending the outcome of High Court proceedings. Both parties are legally represented.

Judicial Mediation No. 108 – 2 claims for Disability Discrimination; 1 claim for Sex and Race Discrimination

3 CMPHs and a deposit hearing were heard and the matters were listed for hearing on 2 occasions before JM took place. It was unsuccessful and the case was heard by way of a main hearing. The claimant is a litigant in person and the respondent is legally represented.

Judicial Mediation No. 112 – 775 claimants, 6060 claims for holiday pay

3 CMPHs have been heard in the matter. JM was heard but was unsuccessful. Matters will progress through case management procedures. Both parties are legally represented.

Judicial Mediation No. 114 – 1 claim for Disability Discrimination

JM was requested at the 1st CMPH. A PRPH and a 9 day hearing were listed. JM was unsuccessful on the day and the matter is proceeding to full hearing. All parties are legally represented.

Judicial Mediation No. 115 – 1 claim for FET, Unfair Dismissal and Harassment/Victimisation

2 CMPHs took place and a PRPH and full hearing were listed on 2 occasions. JM was unsuccessful on the day and the matter is continuing to be case managed. The claimant is a litigant in person and the respondent is legally represented.

Judicial Mediation No. 120 – 1 claim for PID

5 CMPHs have been heard and a PRPH and 7 day hearing have been listed on 3 occasions. JM was unsuccessful and the case proceeded to a full hearing. The claim was dismissed. The claimant is non-legally represented and the respondent is legally represented.

Judicial Mediation No. 123 – 2 claims for Disability Discrimination; 1 claim for Sex Discrimination and FET

6 CMPHs took place and the 5 day hearing was listed on 5 occasions. JM was unsuccessful on the day and the matter is now stayed pending High Court proceedings. Both parties are legally represented.

Judicial Mediation No. 126 & 127 – 2,386 claimants and 23,073 claims for holiday pay

3 CMPHs took place followed by a 2 day JM. The cases continue to be case managed through normal procedures and a liability hearing has been listed for January 2026. All parties are legally represented.

Judicial Mediation No. 128 – 1 claim for Disability Discrimination, Equal Pay and FTP (UDW)

Following the 1st CMPH, JM was requested. A PRPH and 4 day hearing were listed. JM may have narrowed the issues on financial terms but the case is moving forward to a full hearing and a further claim is expected. Both parties are legally represented.

Judicial Mediation No. 136 – Minimum Wage Act

Following the 1st CMPH, a PRPH, full hearing and JM were listed. JM was unsuccessful on the day and the matter is proceeding to a full hearing. The claimant is a litigant in person and the respondent is legally represented.

Judicial Mediation No. 137 – 2 claims for Failure to pay wages (UDW) and Right to paid annual leave

At the 2nd CMPH, JM was requested. A PRPH and full hearing had been listed on 2 occasions. JM was listed on 2 occasions and was unsuccessful on the day. The matter proceeded to full hearing and a panel meeting is to take place. All parties are legally represented.

Judicial Mediation No. 151 – 3 claims for Sex Discrimination, 1 claim for FTP (UDW) and Harassment/Victimisation

These claims were extensively case managed through 7 CMPHs. A PRPH and full hearing were listed on 4 occasions. JM was unsuccessful on the day and the matters have been listed for a 10 day hearing. Both parties are legally represented.

Annex C - Did not proceed

Judicial Mediation No. 32 – 1 claim of FET; 1 claim of Age Discrimination

This case was extensively case managed before JM was considered. 8 CMPHs had taken place along with a PHPI. A full 10 day hearing had been listed on 4 occasions. JM was listed on 5 occasions and postponed on each occasion. A further 3 CMPHs took place, as well as a PRPH. The full hearing was listed on 2 further occasions. The case eventually was withdrawn following settlement. Both parties were legally represented.

Judicial Mediation No. 62 – 1 claim of Unfair Dismissal; 1 claim of Disability Discrimination

2 CMPHs and 1 PRPH were heard before JM was listed. However, the parties withdrew from the process and the case is continuing. Both parties are legally represented.

Judicial Mediation No. 72 – 214 claims for Age Discrimination

2 CMPHs were heard and a 5 day hearing listed. JM was listed twice and postponed on both occasions. The matter is currently adjourned pending settlement. All parties were legally represented.

Judicial Mediation No. 78 – 1 claim for FET

JM was requested at the 1st CMPH and a PRPH and 3 day hearing were listed. JM was listed but the matter was conciliated in advance. Both parties were legally represented.

Judicial Mediation No. 79 – 107 claims for holiday pay (FTP UDW; RTPAL)

4 CMPHs took place and a 5 day hearing was listed. JM was requested but the date was vacated. The parties conciliated. Both parties were legally represented.

Judicial Mediation No. 85 – 2 claims for Disability Discrimination; 1 claim for Unfair dismissal, Breach of contract, Harassment and Victimisation

Following the 1st CMPH, a PRPH, and 3 day hearing were listed. JM was listed but conciliation took place in advance of that date. Both parties were legally represented.

Judicial Mediation No. 89 – 1 claim for Disability Discrimination, Unfair Dismissal, Breach of Contract and FTP (UDW)

At the 1st CMPH, JM was requested and a PRPH and 7 day hearing were listed. The respondent withdrew in advance of the JM as they no longer wished to partake in the process. The matter conciliated shortly thereafter. No statements of expectations had been received. Both parties were legally represented.

Judicial Mediation No. 90 – 1 claim for Sex Discrimination and Disability Discrimination

At the 1st CMPH, a PRPH and 5 day hearing were listed. Parties also agreed to mediation which was adjourned in advance pending settlement. The case conciliated in advance of JM. No statements of expectations had been received. Both parties were legally represented.

Judicial Mediation No. 93 – 1 claim for PID

8 CMPHs and 1 PRPH were heard and a 15 day hearing was listed on 3 occasions. JM was listed on 3 occasions and the claimant withdrew from JM on the 3rd listing. A further CMPH and PRPH have subsequently been heard and a full hearing is listed. Both parties are legally represented.

Judicial Mediation No. 94 – 2 claims of FET, Race and Age Discrimination, PID and FTP UDW

JM was requested following the 1st CMPH and was subsequently listed. The matters were withdrawn in advance of JM. No statements of expectations had been received. All parties were legally represented.

Judicial Mediation No. 97 – 1 claim for Disability Discrimination

At the 1st CMPH, a PRPH and 3 day hearing were listed. JM was also listed but was postponed. The case conciliated before JM was relisted. No statements of expectations had been received. The claimant was represented by the Equality Commission and the respondent was legally represented.

Judicial Mediation No. 99 – 1 claim for PID, Health & Safety Detriment and Unfair Dismissal

At the 1st CMPH, a PRPH and 10 day hearing were listed. JM was listed on 2 occasions and were postponed. The case progressed to a further CMPH and PRPH and the full hearing is ongoing. Both parties are legally represented.

Judicial Mediation No. 102 – 1 claim for Disability Discrimination

4 CMPHs were heard in the case; a PRPH and Ground Rules Hearing were listed and the full hearing was listed on 2 occasions. JM was requested and listed however the parties settled in advance and JM was no longer required. Both parties were legally represented.

Judicial Mediation No. 103 – 1 claim for PID and Unfair Dismissal

JM was requested at the 1st CMPH. A PRPH and 5 day hearing were also listed. The claimant withdrew consent to JM and the matter subsequently conciliated. Both parties were legally represented.

Judicial Mediation No. 104 – 1 claim for Sex and Disability Discrimination and PID

2 CMPHs were heard and JM was listed. The matter conciliated in advance of JM taking place. No statements of expectation were received from either party. The claimant was represented by her mother and the respondent was legally represented.

Judicial Mediation No. 105 – 1 claim for Disability Discrimination and Unfair Dismissal

JM was requested at the 1st CMPH. A PRPH and full hearing were also listed. The matter conciliated in advance of JM. No statements of expectation were received from either party. Both parties were legally represented.

Judicial Mediation No. 109 – Holiday pay claims for 19 claimants

2 CMPHs have been heard in the matter. JM was listed but vacated as parties were in discussions. Both parties are legally represented.

Judicial Mediation No. 119 – 1 claim for FET; Unfair Dismissal, Sex, Race and Sexual Orientation Discrimination

JM was requested at the 1st CMPH and a PRPH and 5 day hearing were listed. The matter settled between the parties in advance of the listed JM. No statements of expectations had been exchanged. Both parties were legally represented.

Judicial Mediation No. 152 – 1 claim for Race Discrimination and Unfair Dismissal

JM was requested at the 1st CMPH. A PRPH and full hearing were also listed. The respondent withdrew from JM and the matter is proceeding through the normal case management procedures. No statement of expectations were received. The claimant is a litigant in person and the respondent is legally represented.

Judicial Mediation No. 155 – 1 claim for Disability Discrimination

At the 2nd CMPH, JM was requested however the matters were conciliated in advance of the listed hearing. No statement of expectations were received. The claimant was represented by the Equality Commission and the respondent was legally represented.

Annex D – Cases listed for Judicial Mediation

24	1 claimant, 1 respondent	2 claims	Disability; FTP (UDW)
65	1 claimant, 1 respondent	1 claim	Unfair Dismissal; Sex; Disability
116	1 claimant, 1 respondent	1 claim	Unfair Dismissal; Breach of Contract; FTP(UDW); RTPAL
125	1 claimant, 1 respondent	1 claim	PID
130	1 claimant, 1 respondent	2 claims	Sex; Mat/Pat rights; Har/Vic
133	1 claimant, 1 respondent	1 claim	Unfair Dismissal; Disability
138	1 claimant, 1 respondent	1 claim	Sexual Orientation
139	1 claimant, 1 respondent	2 claims	FET
140	1 claimant, 1 respondent	2 claims	Flexible working; FTP (UDW); Disability
144	1 claimant, 1 respondent	2 claims	FET; Disability
147	1 claimant, 1 respondent	3 claims	Disability; Unfair Dismissal
148	1 claimant, 1 respondent	1 claim	Disability; FTP (UDW); RTPAL
150	1 claimant, 1 respondent	2 claims	FET; Unfair dismissal
153	1 claimant, 1 respondent	1 claim	Unfair dismissal
156	1 claimant, 1 respondent	2 claims	FET; Unfair dismissal; Mat/Pat; Disability; Redundancy
157	1 claimant, 1 respondent	1 claim	Unfair dismissal
158	1 claimant, 1 respondent	1 claim	Unfair dismissal, PID; Breach of contract
159	1 claimant, 1 respondent	1 claim	Unfair dismissal; Age
160	1 claimant, 1 respondent	1 claim	Unfair dismissal; Disability; Particulars of contract

161	1 claimant, 1 respondent	1 claim	Unfair dismissal; Health & Safety
162	1 claimant, 1 respondent	2 claims	FET; Unfair dismissal; Redundancy Payment; Breach of contract
163	1 claimant, 1 respondent	2 claims	Sex; Mat/Pat; Unfair dismissal; Breach of contract; Har/Vic
164	1 claimant, 1 respondent	1 claim	Age
165	1 claimant, 1 respondent	2 claims	FET; Unfair dismissal; PID
166	1 claimant, 1 respondent	1 claim	PID; Har/Vic
167	1 claimant, 1 respondent	1 claim	Unfair Dismissal; Disability
168	1 claimant, 1 respondent	1 claim	Unfair dismissal; PID
169	1 claimant, 1 respondent	1 claim	Disability; FTP (UDW); Right to paid annual leave
170	1 claimant, 1 respondent	1 claim	Unfair dismissal; Redundancy payment; Particulars of contract; Itemised pay statement; Breach of contract; Minimum Wage Act