

Employment alert

Informal database of serial litigants created

A solicitor who is fed up with meritless Tribunal claims by speculative claimants has created <http://www.serial-litigants.com>. The website will contain a database of people who make multiple job applications with the sole purpose of bringing a discrimination claim if they are invited for interview under one identity but not another.

We reported on this solicitor's experiences in our Spring 2009 Employment news:



Conclusion

One hurdle with such a database is that by definition the serial applicant uses multiple fake identities, so a list of names may not be of great value unless accompanied by addresses. It is unknown whether the website will include addresses; this would arguably breach the Data Protection Act.

There are no details on the website just yet but we will be checking it when defending recruitment discrimination claims for our clients in future.

Government in 'underhand methods' claim

In a separate development, the first name on the serial litigants website might be Yvette Cooper's, the Government minister.

Yesterday's Mail on Sunday reported that Yvette Cooper's Department of Work and Pensions (DWP) has made thousands of bogus job applications to gauge the extent of discrimination

faced by ethnic minority applicants. The plan involves making several similar applications in different names for 1,000 job vacancies. The DWP believes that applications from a Smith are likely to fare better than those from a Singh even if they are otherwise largely identical. Some employers' organisations are up in arms, with the British Chambers of Commerce describing the research as "unethical".

Others point out that if Ms Cooper is interested in investigating questionable work practices, she might start with expenses policies. She and her husband Ed Balls have reportedly "flipped" the designation of their second home to three different properties within two years to take advantage of the generous allowances available to MP's.



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