



We're **Leigh Day**  
and we believe  
everyone has the  
right to justice  
and for their  
voice to be heard

## **Employment Tribunals:**

A practical guide for claimants starting a claim in the Employment Tribunal

“This team regularly advises clients on complex, high-value employment disputes and whistle-blowing claims. It has expertise in advising large numbers of claims on group litigation. Recent highlights include representing former Countryfile presenter Miriam O'Reilly in her successful age discrimination and victimisation claim against the BBC”.

**Chambers and Partners**

# Table of contents

To read a specific section of this guide please click on the relevant link.

<a href="#">Introduction</a>	3
<a href="#">Our expertise and experience</a>	4
<a href="#">Our commitment to you</a>	5
<a href="#">Submitting your claim</a>	6
<a href="#">Claim forms</a>	7
<a href="#">How to submit a claim form</a>	9
<a href="#">The fee system</a>	10
<a href="#">How to pay fees</a>	11
<a href="#">Fees FAQs</a>	12
<a href="#">Remission of fees</a>	13
<a href="#">Am i eligible for remission</a>	14
<a href="#">What evidence to include</a>	16
<a href="#">Unsuccessful applications</a>	19
<a href="#">Can my claim be rejected?</a>	20
<a href="#">Costs</a>	21
<a href="#">Obtaining funding/assistance</a>	22
<a href="#">Meet the team</a>	24
<a href="#">Testimonials</a>	25

# Introduction

This brief guide provides information on submitting your claim to the employment tribunal and the fees you have to pay, how, when and where. It also provides information on when you may not have to pay all or part of the fee, and how to apply for a fee waiver (known as ‘remission’).

It covers the following:

- Submitting your employment tribunal claim
- What fees you have to pay, and how and when to pay
- When you may be entitled to remission of fees, and how and when to apply
- What to do if your claim is rejected
- Costs
- Obtaining assistance and funding your claim

This is not a comprehensive guide to the employment tribunal system or what claims you can bring, so you should take advice on your employment rights; see [Obtaining assistance and funding your claim](#), below. You should also read the [employment tribunal guidance leaflets](#) on making a claim, fees and remission carefully before starting as the detail is not reproduced here.

You can also obtain further assistance from the Advice and Conciliation Service (ACAS), which can be contacted on 08457 474747, and from the employment tribunal public enquiry line on 0845 7959775.

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Authors: [Emma Satyamurti](#) and [Nick Webster](#).

# Our expertise and experience

**Leigh Day has one of the UK's largest dedicated teams of specialist employment and discrimination lawyers.**

- We only represent claimants. We never represent defendants;
- We won employment team of the year 2013;
- We are very client focused; our aim is to achieve the best result in the most cost effective way and this is shown by our client feedback;
- Where appropriate we assist clients to negotiate themselves, whether to keep their job or to get an exit package; we are behind them every step of the way;
- We are very experienced in negotiating good deals for our clients, most of whom do not want to incur the costs, uncertainty or stress of litigation;
- For clients who want to litigate we fight hard, leaving no stone unturned, and are not afraid of the opposition, however powerful;
- We are willing to test the law to its limits, as shown by our successful landmark equal pay challenge;
- We are experienced in all courts from tribunals to the European Court.
- We have extensive knowledge on the process of bringing a claim to the Employment Tribunal and have a solid understanding of the fees and remission system introduced in the Tribunals on 29th July 2013.
- Our employment team is made up of leading experts recognised by our peers and independent guides to the legal profession.



# Our commitment to you

**At Leigh Day, every client's case is unique. We recognise that taking legal action can be a frightening step into the unknown. Our role is to act as your experienced guide through the process. Our aim is to conclude your claim swiftly and professionally on the best terms possible.**

Our service to you is built on a number of key principles:

## Listening and communication

We take great care to listen to you and understand your circumstances. We try to explain the legal process in a straightforward way without legal jargon, and keep you fully informed of the progress of your claim.

## Providing a personal service

We pride ourselves on our excellent relationships with our clients. We combine outstanding legal advice with support, understanding and compassion.

## Tailoring a team to meet your needs

We recognise that a combination of skills is needed to succeed, so we tailor a team to meet the requirements of each case, whether it is to be pursued individually or as part of a group.

# Submitting your claim

## Types of claim

There are many different types of claim that can be brought in the employment tribunal including:

- Unfair dismissal
- Discrimination e.g. on grounds of age, disability, sex, pregnancy/maternity, sexual orientation, race, religion/belief
- Equal pay
- Breach of contract or unlawful deduction of wages
- Detriment or dismissal for whistle-blowing



It is best to concentrate on your main claims and those for which you can claim the most compensation (such as unfair or discriminatory dismissal). If in doubt, take advice.

You can find further information on our [website](#).

## ***When do I have to issue my employment tribunal claim?***

For most employment claims you have 3 months less one day from the treatment or act about which you are complaining, e.g. if the last date of your employment was 12 June, an unfair dismissal claim must be lodged on or before 11 September. In equal pay claims you usually have 6 months less one day from the end of the particular contract.

In some circumstances you can ask the employment tribunal to extend the time limit, for example if you were very ill so could not act sooner, but it is best not to take that risk if it can be avoided.

# Claim forms

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## ***Where can I obtain the claim form?***

You can obtain the claim form by [clicking here](#). The form changed on 29 July 2013.

## ***What information must I include on the form?***

- Your name, address and date of birth
- Your employer's (also known as the respondent) name and address; you should use their registered address, which can be found for free at [Companies House](#) if they are a limited company.

You must also include the address where you worked, which may not be the employer's registered address.

If, in a discrimination claim, you wish to bring a complaint against an individual as well as your employer, you must ensure you include all names and addresses.

## ***Salary and compensation/remedy***

- Details of your salary and benefits, such as private health insurance, car allowance, pension contribution etc; you will be required to provide evidence of your salary, such as pay slips, bank statements, a log book or P45, at a later date in the proceedings.
- The compensation and remedy you are asking the employment tribunal to award, such as compensation for unfair dismissal and/or discrimination. The tribunal can make a declaration of discrimination and/or recommendation that, for example, the employer allow flexible working or make a reasonable adjustment.

# Claim forms

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## ***What should I include in the details of complaint?***

You should include the key facts, in chronological order, which give rise to your claim, such as why you say you have suffered discrimination or been unfairly dismissed. In discrimination cases you may include events that occurred previously as background if these support your main claim.



## **Top tips**

- *Concentrate on your main claims which will give rise to compensation*
- *Set out the facts in chronological order but keep the details of your complaint concise; remember the claim form is not a witness statement*
- *Give dates for what happened wherever possible*
- *Do not leave the employment tribunal asking “Why is this relevant?”*
- *You do not need to set out the legal provisions in any detail unless you are comfortable doing so*
- *Additional claims can sometimes be added late, generally only with the employment tribunal's permission, but it is best to avoid this by considering all the claims at the beginning*



# How to submit a claim form

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## Online

You can download the claim form [here](#). You will have 20 minutes to complete each section of the form and therefore it would be best to complete a hard copy in the first instance. You are also limited to 150 lines for the particulars of your claim, however you can submit these details in a separate word document.

## Post

You can send the claim form to the Employment Tribunal Central Office (England & Wales), PO Box 10218, Leicester, LE1 8EG (there is a different address for Scotland).

## By hand

You can hand deliver your claim form to a designated employment tribunal office, [please click here to find your local office](#).

You cannot submit your claim form by email or fax.

Please note that in all cases, unless you are applying for a fee 'remission' (waiver), you must pay a fee at the same time as lodging your claim. If you don't, your claim will be rejected.



# The fee system

One of the most fundamental changes to employment law for a decade is the introduction of employment tribunal fees which are payable for all claims lodged on or after 29 July 2013.

Appeals to the Employment Appeals Tribunal lodged on or after 29 July 2013 also attract fees.

Please note that this booklet only covers fees for individual claimants. If you are making a claim as part of a group, the rules are different.



## ***What will I have to pay fees for?***

You have to pay two main tribunal fees: one to issue (start) your claim and one for the main hearing (trial). This booklet focuses on the issue and hearing fees.

## ***What are the issue and hearing fees for my claim?***

This will depend on the type of claim(s) you are bringing. There are two levels of fee: those applicable to 'Type A' claims, and those applicable to 'Type B' claims. A full table of the different Type A claims can be found by [clicking here](#). If your claim is not a Type A, it will be a Type B. For example, if you are claiming you have been unfairly dismissed, resigned your position as a result of your employer's conduct or have been discriminated against, you will have to pay Type B fees.

The fees are:

- Type A issue fee is £160, and the hearing fee is £230
- Type B issue fee is £250 and the hearing fee is £950

## ***What if my claim form includes more than one claim?***

You will only have to pay one issue fee and one hearing fee. If you have a Type A and B claim you pay the higher Type B fee in each case. Equally, if you are bringing more than one Type A claim or more than one Type B claim, you only need to pay one Type A / Type B issue fee and hearing fee.

# How to pay fees

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## *How do I pay my issue fee?*

You have three options for paying your issue fee, which must be paid at the same time as the claim form is submitted.

### **Online**

If you submit your claim form online then you will be directed to complete an online payment.

### **Post**

If you are submitting your claim form by post then you must make payment by cheque or postal order to be enclosed with the form.

### **In person**

If you are hand-delivering your claim form to a local designated employment tribunal office you must pay the fee at the same time by cheque or postal order.

## *Can I pay over the phone?*

No you will not be able to pay over the phone.

## *How do I know if my issue fee has been accepted?*

You will receive notice of acceptance of your claim from the employment tribunal if you have paid the correct fee. Alternatively, you will be told that you have paid an incorrect fee (i.e. Type A, when Type B applies) and given a date by which to make the correct payment. If you do not make that payment by the specified date your claim will be rejected.

# Fees FAQs

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## ***What happens if I do not pay my hearing fee?***

If you do not pay your hearing fee or make an application for remission (see below), the tribunal will send you a notice telling you the date by which you must pay the fee or make a remission application. If you do not comply with this, your hearing will not proceed and your claim could ultimately be struck out (If this happens, you can apply to have your claim reinstated - see below). It is therefore vital that you take a careful note of when the fee is payable, and ensure that you are able to make payment or ready to make a remission application.

## ***Do I get my tribunal fees back if I win my claim?***

Not necessarily. If you are successful, you can ask the employment tribunal to order the respondent to reimburse your fees but it will be at the employment tribunal's discretion to make that order.

If you settle your claim prior to the hearing, but after you have paid the hearing fee, you will not have this reimbursed by the employment tribunal. You should therefore try to obtain the respondent's agreement to pay this as part of the settlement. Similarly, if you pay to issue your claim and it is later struck out, you will not have your issue fee reimbursed.

## ***Can I avoid having to pay the tribunal fees?***

You can apply to be exempt from paying a tribunal fee in full or part. This is known as remission and is covered in the next section.

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# Remission (waiver) of fees

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## ***What is remission?***

Remission is a process by which you can apply to be exempt from paying all or part of a tribunal fee.

As a claimant, you can apply for any tribunal fee to be remitted. Each tribunal fee requires a separate remission application on each occasion as your circumstances may have changed; just because you receive remission of your issue fee does not mean you will receive it for the hearing fee. Eg You might be out of work when you issue your claim, but have started a new job by the time your hearing fee is payable.

## ***When and how can I apply for remission?***

- Issue fee – if you are submitting your claim by post or hand, it must be accompanied by your remission application and all the necessary evidence (see What evidence do I need?, below). If you are submitting your claim form online, you must tick the box on the form to say that you wish to apply for remission, and then post your remission application and evidence to the Employment Tribunal Central Office (England & Wales), PO Box 10218, Leicester, LE1 8EG.
- Hearing fee – you will receive notification from the employment tribunal of the date by which your hearing fee is payable. You should ensure you have the remission application completed and all supporting evidence ready to be sent by the specified date. If you do not pay or submit a remission application, the tribunal will send you a notice specifying a further date by which you must pay or make a remission application, failing which your claim could be struck out. (If this happens, you can apply to have your claim reinstated – see below.)
- If you apply for the judgment in your claim to be reconsidered you must pay a fee of either £100 or £350 (depending on whether your claim is Type A or Type B – see above), or apply for remission.

# Am I eligible for remission?

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There are three types of remission but only one (if any) will apply in your circumstances.

## **I. Full remission based on ‘passported’ benefits (known as ‘Remission 1’)**

If you are in receipt of one of the following benefits when the tribunal fee is payable and provide the correct evidence, you should automatically receive a full remission:

Income Support, Income-based Jobseekers Allowance, State Pension Guarantee Credit, Working Tax Credit (but not in receipt of Child Tax Credit), Income-related Employment Support Allowance, and Universal Credit (for those areas piloting the scheme).

## **II. Full remission based on gross annual income (known as ‘Remission 2’)**

If you are not eligible for passported remission you can still apply for full remission if your gross annual income is low enough.

Eligibility is based on an assessment of your ‘household income’ for the 12 months preceding your remission application. ‘Household income’ includes the income of any partner living with you, regardless of whether you are married or they are aware of or agree to the proceedings. It also takes into account any dependent children living with you.

If you are applying as an individual without dependent children, your annual gross income must not exceed £13,000. If you are in a couple, annual gross income must not exceed £18,000. The threshold increases with each dependent child. A complete table of the thresholds can be found [here](#).



# Am I eligible for remission?

## III. Full or partial remission based on net monthly disposable income (known as 'Remission 3')

If you are not eligible for passported remission, or full remission based on annual income, you may be eligible for full or partial remission (i.e. for all or part of your fee to be remitted) based on your household monthly disposable income. Your household disposable income is assessed by looking at the money you (and, where applicable, your partner) have coming in each month after tax, and deducting from this certain expenses such as housing costs, and certain preset amounts (known as 'fixed allowances') such as for general living expenses and dependent children.

If you are not part of a couple, you will receive full remission if your monthly disposable net income is below £50. If your net income is above £50, you may be able to obtain partial remission.

If your disposable monthly net income is more than £50 per month but does not exceed £210, an amount equal to 25% of every £10 of your income up to £50 is payable. If your disposable monthly net income exceeds £210, an amount equal to £50 plus 50% of every £10 over £200 of your disposable income is payable. There is currently no cap on income.

### *What form do I need to use to apply for remission?*

You must complete [Form T438A](#) and provide all the evidence required (see What evidence to include, below). It would be wise to keep a photocopy of the form and evidence, and send the application and evidence by recorded delivery (keeping a copy of the receipt).



# What evidence to include

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## *What evidence do I need to include with my remission application?*

### **I. Passported ('Remission 1')**

You must provide proof of your entitlement to the relevant benefit in the form of an official entitlement notice or a letter from the DWP. This letter must normally not be older than 1 month prior to the date of your remission application. If your evidence is out of date then your application will be refused and you will be asked to pay the tribunal fee.

### **II. Full remission based on gross annual income ('Remission 2')**

You must provide evidence of your gross annual household income (i.e. including that of your partner if you have one) for the 12 months prior to the date of your remission application.

The evidence required is different depending on whether you are in paid work or self-employed, as follows:

#### **Paid employment:**

- If you are paid monthly, you must provide 3 months' original pay slips from the last 4 months prior to your remission application.
- If paid weekly, you must provide the last full month of wage slips no older than the previous 6 weeks.





# What evidence to include

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## **Self-employed:**

- Most recent tax return and HMRC self-assessment, or other proof of current income.

## **Both paid and Self-employed:**

In addition to the above, regardless of your working status, you must provide evidence of the following (in relation to yourself, and your partner if you have one):

- Bank statements for 3 months prior to the date you make your remission application. You are allowed to use online bank statements.
- Rent you receive from any property, and how often you receive it.
- If you receive any income from stocks or shares, current statements or certificates detailing how much you receive and how often you receive it.
- If you are in receipt of a pension, other than state pension guarantee credit, a current statement/letter confirming your pension payment(s).
- If you receive child benefit, a benefit entitlement notice/letter no older than 1 month prior to the date of your remission application.
- If you receive child maintenance, how much you receive, and how often you receive it (i.e. a letter from the Child Support Agency, a Court Order or any informal agreement you have reached with the other party).
- If you receive any other income, from any other source, how much you receive, and how often.

Some benefits are excluded and you do not need to declare these as part of income.

# What evidence to include

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## III. Full/part remission based on net monthly disposable income ('Remission 3')

**Income** - You must provide the same type of evidence of net monthly household income as with the gross annual income (Remission 2) above i.e. of your net income from employment, pension, child benefit, rental, any other income etc.

**Expenses** - Evidence of expenses that can be deducted from your net monthly household income, as follows:

- Any monthly mortgage/rent payment; evidence of how much and how often you pay it in the form of a mortgage statement or tenancy agreement/rent statement/rent book, or bank statement.
- If you pay child maintenance, how much you pay, and how often it is paid (i.e. a letter from the Child Support Agency, a Court Order or any informal agreement you have reached with the other party).
- If you have any childcare expenses for dependent children, such as for a nursery or child minder, how much you pay, and how often it is paid. You must provide receipts or other proof of payment. 'Childcare' does not include school fees.
- If you have to make any payments under a court order (other than child maintenance), how much you pay, and how often it is paid. You must provide the sealed court order, in addition to the details and receipts of payments made.

### **Evidence of your partner's income**

If you are in a couple you must provide evidence of both your and your partner's income. If your partner does not sign the remission application and provide all evidence of their income, your remission application may be rejected.

If your partner is away from the country, for example on a working assignment, their income is still taken into account for remission. Your partner's income will not be taken into account if they are living 'separate and apart' from you.

*All of your evidence must be the original version – photocopies will not suffice unless they are certified by a solicitor. You should get your evidence ready as soon as possible.*

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# Unsuccessful application

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## ***What happens if my application for remission is unsuccessful?***

If your application, or part of it, is unsuccessful, the tribunal will send you a notice telling you the amount of the fee you have to pay and by when. If you do not pay the fee by that date, your claim will be dismissed, or the hearing may not go ahead. You can apply to have your claim reinstated. If the tribunal orders reinstatement, this will only be effective if you pay the required fee, or make a successful remission application, by the date specified. You may also be able to appeal against the refusal of your remission application.

## ***Refunds***

If you are dismissed and wish to claim benefits it will take some time to process your benefit application which means that you may not have a passported benefit in place in time to send evidence of it with the claim. If your application for a benefit is backdated to a date on or prior to the date you paid your issue fee, you will be able to apply for the issue fee to be refunded (known as retrospective remission). You have 6 months from the date you paid your fee to apply for retrospective remission.

If your entitlement to benefit starts after payment of the issue fee, you can apply for any later fees to be remitted.

## ***The future; proposed changes to the remission system***

It is expected that the current remission system will be revised later this year, following on from the implementation of Universal Credit due to take place in October 2013.

# Can my claim be rejected?

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There a number of situations in which the tribunal can reject a claim, including:

- a. Where the tribunal does not have jurisdiction to hear the claim or it is not in a form which can be sensibly be responded to;
- b. Where it is not on a prescribed form or does not include the employer's name and address, the tribunal will reject it and send you a notice setting out how to ask for a reconsideration, which must be done within 14 days;
- c. Where there is no fee paid or remission application the form will be rejected;
- d. If the fee you pay is wrong ( a Type A when Type B is payable) amount or the remission application refused the tribunal will send a notice giving a date by which the correct fee must be paid;

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## ***How do I apply for reconsideration?***

If the employment tribunal has rejected your claim for any reason other than non-payment of an issue fee or lack of a remission application, for this you can apply for reconsideration within 14 days of the rejection notice being sent out. You must provide the reason why the rejection decision was wrong or rectify any defect identified in your claim. If your claim is reinstated, it may be treated as having been lodged on the date you rectified the defect (rather than the date on which you originally submitted your claim).

# Costs

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## ***Will I have to pay my employer's costs?***

The employment tribunal can order a party to pay some or all of another party's legal costs or preparation time if either:

- A party or party's representative has acted vexatiously, abusively, disruptively or otherwise unreasonably in either bringing of the proceedings (or part of them) or the way that the proceedings (or part of them) have been conducted; or
- Any claim or response had no reasonable prospect of success; or
- Where a party is in breach of any order or practice direction; or
- Where a hearing has been postponed or adjourned on the application of a party.

Legal costs are payable where the receiving party has the assistance of a person who is a lawyer.

Preparation time is payable where the party is not represented by a lawyer, but is not recoverable for time spent at any final hearing.

A costs order and a preparation time order cannot both be made in favour of the same party in the same proceedings.

## ***Will I get a warning first?***

The respondent would be expected to write to you warning that they will be seeking costs, with the reason(s) for doing so. This does not mean that if there is no warning, there will be no costs order.

If you do receive a costs warning from the respondent you should consider it carefully and respond explaining why you disagree that you should pay costs. You must not ignore a costs warning as this will go against you at any application for costs.

# Costs

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## ***How much will I have to pay?***

Potentially all of the costs incurred by the respondent in defending your claim. The party claiming costs should, but does not always, provide a schedule of the costs they are claiming and the employment tribunal will determine whether they are reasonable. The employment tribunal will consider your income but this will not be determinative, i.e. if you have a poor claim and/or have conducted your claim in an unreasonable manner, you cannot plead poverty to escape a costs order.

## ***What should I do if I decide to withdraw my claim?***

If you decide no to continue with your claim, you should first try and agree with the respondent that they will not pursue you for costs, before you withdraw the claim.

# Obtaining funding/assistance

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There are a variety of options available to you in funding your claim in the employment tribunal. We will not cover the benefits and disadvantages of each, but rather outline some key aspects.

## **Conditional Fee Arrangements ('CFA') or Damages Based Agreements ('DBA')**

These are commonly referred to as 'no win no fee' arrangements. Each agreement is case specific but there are some common practices:

- You will not pay your solicitor's fees until the case is concluded;
- You will not pay your solicitor's fees if you lose;
- Disbursements in the case may be met by your solicitors unless you win. This may include the instruction of experts, such as a barrister.
- If your claim is successful you may have to pay a 'success fee', as well as your solicitors normal fees. This will be an uplift on your solicitor's normal fees, or a percentage of your compensation.

Solicitors who offer to represent claimants on such terms will have to initially review your claim to assess the merits and decide whether such an arrangement is appropriate in your case.

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# Obtaining funding/assistance

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**Fixed-fees** - Some solicitors will offer fixed-fees to assist you in your claim. This will ordinarily be broken down into different stages of the process, i.e. an initial review of your papers and advice on prospects of success, through to preparation of the claim and advice on the response/defence etc. For details on our rates please [click here](#).

**Private hourly rate** - You may be in a position to pay a solicitor their private hourly rate to assist you in your claim. This can vary depending on the firm and the solicitor.

**Legal Expenses Insurance** - You should check your home/contents insurance (and any other insurance policies you have) to see if you have legal expenses cover. If so, you should contact your insurers as soon as possible to ask what cover is available and the terms of this. Some insurance cover may be invalidated if you issue a claim prior to contacting your insurers.

**Trade Union** - If you are a member of a trade union, they may agree to support your claim. A trade union will ordinarily only support your claim if you were a member when the dispute arose. You should contact your union as early as possible to ensure you understand the level of assistance available, and that, as with insurance, you do not do anything which may invalidate union assistance.

**Legal Aid** - From April 2013 legal aid funding is only available for discrimination claims. Even then, funding will only be provided if you are able to clear two hurdles: firstly, establishing that your disposable income is below the current threshold; secondly, that your claim has reasonable prospects of success (i.e. above 50%).

There are only a handful of organisations which provide legal aid assistance and they may not have the capacity to take on your claim, especially at short notice. You should therefore contact the Legal Aid Agency on 0300 200 2020 as soon as possible to establish how you can obtain assistance.

## **Voluntary sector/Pro bono**

There are a few pro bono services available including

- Employment Lawyers Association
- Free Representation Unit
- Bar Pro Bono Unit
- Law Centre Federation
- Citizens Advice Bureau
- Charities – such as the Disability Law Service, and Working Families

# For further information



**Elizabeth George Barrister** | 020 7650 1193 [egeorge@leighday.co.uk](mailto:egeorge@leighday.co.uk)

Elizabeth George is a barrister who specialises in all aspects of employment law and discrimination. She has a wealth of experience in advising and acting for employees in employment tribunals and the civil courts, as well as providing support and training for various NGO's and campaign bodies.



**Emma Satyamurti Solicitor** | 0207 650 1380 [esatyamurti@leighday.co.uk](mailto:esatyamurti@leighday.co.uk)

Emma Satyamurti is an experienced employment lawyer and litigator.

She advises and represents claimants in a wide range of employment claims including discrimination, dismissal, TUPE, whistleblowing and redundancy in complex county and high court litigation including multi-party claims. She has a particular interest in discrimination, in which she has secured significant compensation for clients.



**Nigel Mackay Solicitor** | 020 7650 1193 [nmackay@leighday.co.uk](mailto:nmackay@leighday.co.uk)

Nigel Mackay is an experienced employment and discrimination lawyer.

His clients come from a broad range of sectors, including financial services, media, real estate, hospitality, healthcare and the public sector. Nigel advises employees on all areas of employment law, including discrimination claims, unfair dismissal and redundancies, whistleblowing, TUPE transfers, confidentiality obligations, post-termination restrictions and employee competition. He also acts for clients in the County Court bringing discrimination claims under the rules applying to service providers.



**Nick Webster Solicitor** | 020 7650 1380 [nwebster@leighday.co.uk](mailto:nwebster@leighday.co.uk)

Nick qualified as a solicitor in 2010 and works in the firm's employment and discrimination team. He joined the firm in February 2013 having previously held the position of employment solicitor at a trade union. He has worked on cases involving a wide range of issues including maternity and pregnancy discrimination, disability discrimination, sex and race discrimination, unfair dismissal, restructuring, internal dispute resolution, victimisation and whistleblowing. He is experienced in all stages of litigation from commencement to settlement. Nick regularly advises on compromise agreements.



**Jasmine Patel Solicitor** | 020 7650 1380 [jpatel@leighday.co.uk](mailto:jpatel@leighday.co.uk)

Jasmine is a solicitor working in the firm's employment and discrimination team. She has a varied caseload and has worked on cases involving a wide range of issues including maternity and pregnancy discrimination, disability discrimination, sex and race discrimination, unfair dismissal, victimisation and whistleblowing. She is experienced in all stages of litigation from commencement to settlement and she has settled cases for substantial compensation.



**Camilla Palmer Consultant** | 020 7650 1380 [cpalmer@leighday.co.uk](mailto:cpalmer@leighday.co.uk)

Camilla is an expert on employment tribunal claims and specialises in employment, harassment, whistleblowing and all types of discrimination.

Camilla is also an acclaimed author in the field of maternity and discriminatory rights.



# Client testimonials

*“Just to let you know that we received the cheque today...with your assistance Jackie has finally closed this unfortunate chapter in her life. In conclusion Liz you are a bloody marvel.” Jackie and Victor*

*“Emma quickly understood the complexities of my situation and guided me through a difficult and demanding process with great skill and intelligence. The outcome was the best I could have hoped for and I have Emma to thank for that. I can't recommend her highly enough.”*

*“A huge thank you for all your help in resolving this for me and for all your hard work and excellent advice. I feel like a rather nasty chapter of my life can now be closed.” Helen*

*“Thank you for being supportive throughout my case. I will never forget that day when I first walked into your office and found tremendous help and support. Thank you so very much, your hard work has been appreciated.” Karimi*

*“I also want to take this opportunity to commend Jasmine Patel. She has been conscientious, considerate, thoughtful and very professional in her dealings with this difficult client! She is an asset to her team.”*

**Karena**

*“The terrific Camilla Palmer is creative, always has a clear strategy and is highly knowledgeable. She is best known for her mastery of discrimination law.” Chambers guide to the legal profession 2013*

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