



Employment Law Case Studies

Case Study 1:

We acted on behalf of an employee who worked as a heavy goods driver. Our client started suffering from a sleeping disorder which affected his day-to-day activities. His employer failed to make any reasonable adjustments and following a disciplinary process dismissed him for being tired and sleeping whilst at work. We acted on behalf of our client on a no win no fee basis. We successfully settled the claim and recovered damages for financial losses and injury to feelings based on the employer's unfair dismissal, disability discrimination and failure to make reasonable adjustments.

Case Study 2:

Our client was unfairly dismissed due to an allegation of theft at work. We represented our client in the Employment Tribunal and were able to prove that the employer's investigation had not been sufficient and the decision to dismiss had not been in the band of reasonable responses. Accordingly, our client was proven to be unfairly dismissed and was entitled to compensation for his financial losses including future loss of earnings.

Case Study 3:

We acted on behalf of an employee who worked as a nurse. Our client made various serious disclosures to her managers regarding conduct in the NHS Trust where she worked. The disclosures made were deemed to be "qualifying disclosures" under the Whistleblowing legislation. Further, the disclosures were made in the public interest. Our client's claim was successful and settled following our intervention.

Case Study 4:

We acted on behalf of a female employee who worked as an administrator in a busy office. Our client was subject to various forms of sexual harassment during her time in the office. Despite raising a grievance with her employer, the unwanted acts of harassment did not stop. We advised our client about constructive unfair dismissal and sexual harassment. With our help and assistance, we managed to secure an apology and compensation due to the acts complained of.

Case Study 5:

We acted on behalf of an IT contractor who was dismissed without notice and without any procedure being followed. The first question we had to prove was whether our client was an employee, a worker, or an independent contractor. After we proved that our client was an employee, we managed to prove that our client had not been presented with written particulars of his employment, had not been provided with adequate notice and had been unfairly dismissed.