

Employment tribunal claims – successfully representing employers

The Employment team at Thomson Snell & Passmore, comprising of Nick Hobden, Partner and Head of Team, Susanna Gilmartin, Partner, James Willis, Senior Associate and Ben Stepney, Assistant Solicitor, has a wealth of expertise in achieving good results for our clients by successfully defending and winning employment tribunal claims and disputes for employers.

The Team has had some outstanding successes for its commercial clients in the last 12 months. Detailed below are just some highlights:

The team successfully secured:

- An employee's withdrawal of a claim for unfair dismissal and breach of contract 2 weeks before the final hearing where the employee's schedule of loss claimed c£80,000 in lost earnings.
- The withdrawal of all claims in a multiparty action pursued by several employees involving the alleged TUPE transfer of a group of employees working for an advertising company.
- The summary dismissal of two employees' claims for constructive unfair dismissal with a costs penalty of £1,000 awarded against the employees.
- The dismissal of claims for constructive unfair dismissal and disability discrimination at a Pre-Hearing Review.
- The settlement of a claim for unfair dismissal and sex discrimination for £3,250 where the employee was pursuing a claim she alleged was worth £180,000.
- The settlement of a case for disability discrimination, victimisation and harassment for a nuisance value of £1,000, saving the client £30,000.
- A reduction in a compensation award from £21,500 to £7,620 in relation to a claim for unfair dismissal and unfair selection process.
- The settlement of a claim for constructive dismissal, sex discrimination and failure to pay National Minimum Wage for just £50.
- The successful avoidance of a claim for constructive dismissal and harassment by setting out in detail to lawyers acting for the employee at the beginning the significant legal weaknesses which their client's claim presented.
- The withdrawal of a threatened claim for constructive dismissal, saving the client £20,000.
- The settlement of a claim for unfair dismissal for £1,500 where the exposure for the client was £22,000.
- The settlement of an unfair dismissal and sex discrimination claim for £3,000 where exposure was £14,000.

Nick Hobden and **Susanna Gilmartin** are both ranked in Chamber & Partners 2011 as Leaders in their Fields.

Nick is described as "Highly professional" (UK Legal 500 2009)

Susanna is described as someone who "spells out the pros and cons of a case, giving us a clear idea of our options" (Chambers & Partners 2011) and as an "all round star" (UK Legal 500 2009).

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