

Michael Salter

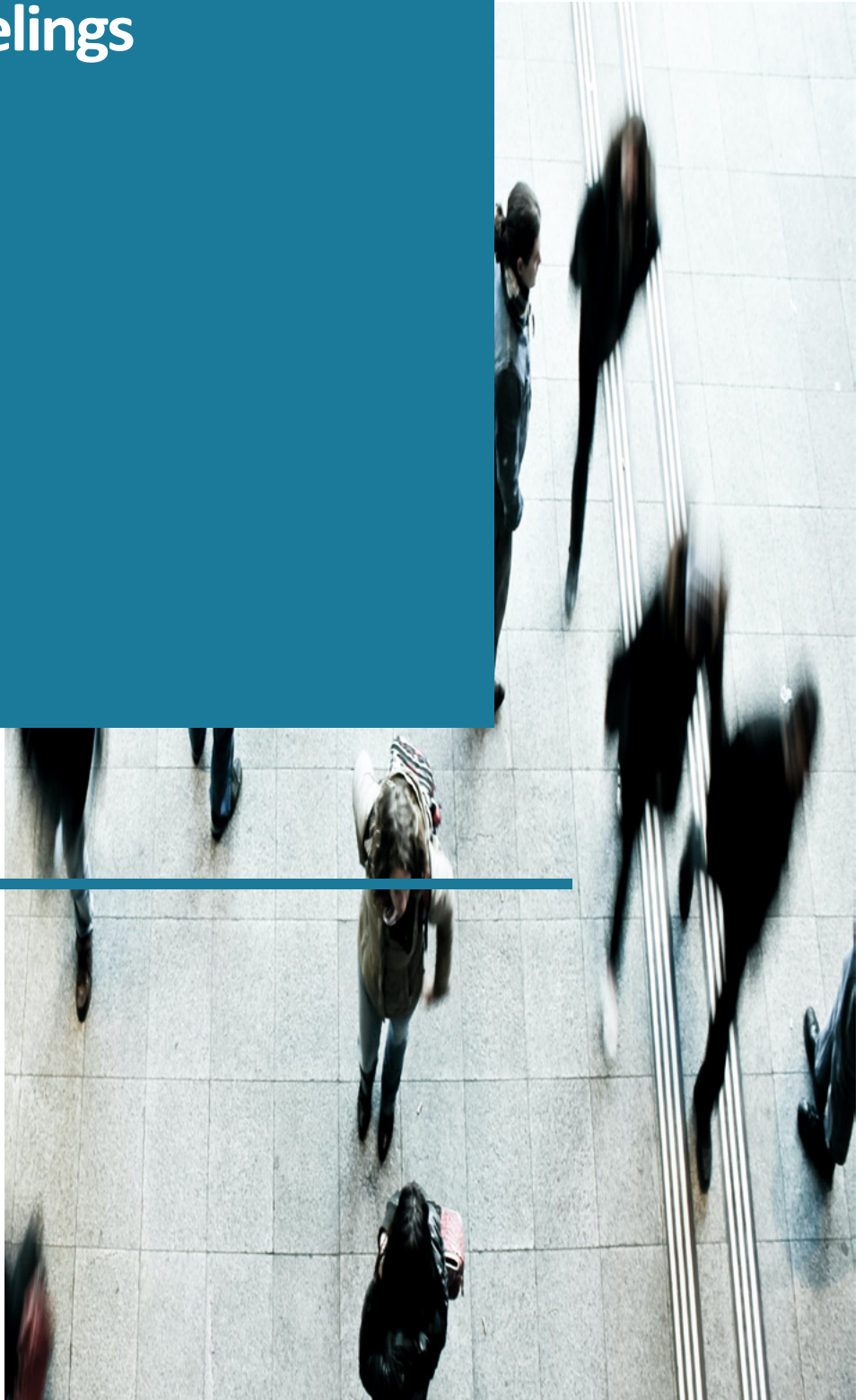
Amritpal Bachu

Tears, Tiers and Tribunals

Injury to Feelings

Handout

42BR
BARRISTERS



Michael Salter

1999 Call

SUMMARY

Michael specialises in pure employment law and associated areas. He is ranked as a leading junior for employment in both the Legal 500 and Chambers and Partners directories and has been every year since 2013.

Owing to the sensitive nature of many of Michael's cases, he is vetted to undertake claims involving national security issues. For such cases Michael has a secure email address, details of which can be obtained from him or his clerks.

APPOINTMENTS

- 2013 to date: Part-time Employment Judge
- 2015 to 2024: Legally Qualified Chair of Police Disciplinary Panels
- 2015 to 2020 Association of Chartered Certified Accountants: Disciplinary Assessor
- 2017 to 2022: Examiner of the Court
- 2017 to date: Deputy Chair of the Jersey Employment and Discrimination Tribunal



DIRECTORY COMMENTS

"Superb client-handling skills and super-sharp on legal detail and commerciality. Always on top of the papers and proactive in terms of the next steps and getting the client the result..."

"Michael is a pleasure to work with. He has the technical expertise, but also the pragmatism and ability to engage effectively with witnesses and clients; and he is very personable. He is responsive, flexible and provides valuable assistance during the preparation of claims, even when he is engaged in other matters."

"A pleasure to work with. He is extremely responsive and always very thorough and diligent. He has an excellent manner with clients and communicates well with instructing solicitors."

"Incredibly easy to work with, amazingly organised and good at building a strong rapport with clients very quickly"

"He is an out-and-out employment specialist steeped in employment law. He is a stellar tribunal advocate, being comprehensive, knowledgeable and thorough"



<https://www.linkedin.com/in/michaelsalter/>



Amritpal Bachu

2010 Call

SUMMARY

Amritpal's practice spans employment and social housing, with a strong emphasis on cases involving discrimination and public law.

Amritpal represents employers and employees across a range of cases involving statutory rights and discrimination, in both short and complex multi-day hearings, as well as undertaking advice and drafting work.

Amritpal's experience of civil litigation is particularly valuable in relation to civil employment related disputes..



DIRECTORY COMMENTS

"empathetic and incredibly knowledgeable. A skilful cross-examiner" Legal 500 2024

"Amritpal is an excellent and compelling advocate. He is careful to choose the strongest arguments to make the strongest case before the court. His drafting is meticulous and argumentatively clear. He is friendly and approachable for clients and a pleasure to work with" Legal 500 2024

"Amritpal is dedicated, reliable and highly professional, and has gone above and beyond exploring all avenues to secure the best results" Legal 500 2022



<https://www.linkedin.com/in/amritpal-bachu>



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...and the Respondent?	9
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Michael Salter
Amritpal Bachu

Tear, Tiers and Tribunals

Introduction

NOTES



The Problem

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CASES

Ministry of Defence v
Cannock [1994] IRLR
509

Part V Employment
Rights Act

TULRCA 1992



Principles

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CASES

Armitage, Marsden and
HM Prison Service v
Johnson [1997] IRLR 162

Ministry of Defence v
Cannock [1994] IRLR 509

Vento v Chief Constable
of West Yorkshire Police
(No.2) [2003] IRLR 102

Cadogan Hotel Part-
ners Ltd v Ozog
(UKEAT/001/14)

Sadia Shakil v Samsons
Limited [2024] EAT 192

Eddie Stobart Limited
v Miss Caitlin Graham
[2025] EAT 14



What does Claimant need to show

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CASES

Cadogan Hotel Partners Ltd v Ozog (UKEAT/001/14)

Sadia Shakil v Samsons Limited [2024] EAT 192

Eddie Stobart Limited v Miss Caitlin Graham [2025] EAT 14



...and the Respondent?

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CASES

Wood-Hope v Salford City Council
2408035/2021

Armitage, Marsden and HM Prison Service
v Johnson [1997] IRLR
162

Corus Hotels plc v
Woodward and Anr
UKEAT/0536/05/LA



Confusion and improvement

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CASES



Getting it wrong

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CASES

Vento v Chief Constable of West Yorkshire Police (No.2) [2003] IRLR 102

HM Land Registry v McGlue (UKEAT/0435/11)



Questions

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