

## Michael Salter

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### Introduction

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.

He sits as a part-time Employment Judge in England and is the only practising member of the Bar who sits in the Jersey Employment and Discrimination Tribunal. He is one of the countries' first Legally Qualified Chairs of Police Disciplinary Panels.

Owing to the sensitive nature of many of Michael's cases Michael 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.

Michael has undertaken workplace investigations and has undertaken training into these delicate situations and is on Kent County Council's panel of independent investigators.

Michael covers all elements of employment law and has a wealth of experience in discrimination litigation, TUPE and related matters as well as unfair/wrongful dismissal and claims under the Working Time Regulations. Michael represents a diverse range of clients, from individuals to multi-national companies. He is also instructed by a number of local authorities, public sector employers and Trade Unions.

His disciplinary and Regulatory practice includes acting on behalf of police forces when they are disciplining their officers, he is a member of the Bar Standards Board Independent Decision Making Body, which replaced the Professional Conduct Committee in 2019; is a Disciplinary Assessor for the Association of Chartered Certified Accountants and sits as an arbitrator and for Sports Resolutions, the independent dispute resolution body for sports, on its Integrity and Discipline and Employment and Discrimination panels, and has advised athletes on selection disputes.

His flexible and user friendly approach is complemented by his qualification as a mediator and has been instructed in numerous mediations, both commercial and judicial.

Michael is qualified to accept instructions under the Direct Public Access Scheme.

## Animal Welfare

Michael is interested in building a practice in all areas relating to the Animal Welfare Act 2006. He has experience of representing veterinary clients in employment tribunals and hopes to broaden this area of his practice.

## Accreditations

- *"He is highly articulate, he knows his stuff and, being a sitting judge, he is hugely experienced." "Michael Salter is extremely knowledgeable, he is calm, he is excellent with clients and he uses his experience and knowledge to great effect when representing them." Chambers and Partners 2022*
- *"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." Legal 500 2022*
- *"He's a very knowledgeable and very able advocate." "He is a fantastic advocate who is always thoroughly well prepared and incredibly responsive." [Chambers and Partners 2021](#)*
- *"He has the technical expertise but also the pragmatism and ability to engage effectively with witnesses/clients – he is very personable. He is also responsive, flexible and provides valuable assistance during the preparation of claims, even when he is engaged in other matters." Legal 500 2021*
- *"His advice is strategic, commercial and pragmatic and he is very clear and confident communicator." Chambers and Partners 2020 – Employment*
- *"A fantastic advocate with first-class client skills." Chambers and Partners 2020 – Employment*
- *"Clear in his advice, well-organised and inspires confidence in his clients and is appropriately assertive in his advocacy." Legal 500 2020 – Employment*
- *"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." Chambers and Partners 2019 – Employment*
- *"He quickly builds a rapport with clients and puts them at ease." Legal 500 2018*
- *"Extremely responsive and thorough. His work is always fantastic. He is very down-to-earth and easy to work with and, importantly, he builds a strong rapport with clients very quickly." Chambers and Partners 2018*
- *"he is very user-friendly, very easy to deal with and he makes you feel like you are his only client" Chambers and Partners 2017*
- *"He is technically very able and extremely user-friendly" Legal 500 2017*
- *"It would be difficult to find a more helpful and responsive barrister" Chambers and Partners 2016*
- *"always gets the job done and is able to deal with full range of employment matters, however complex." Legal 500 2016*

- *“incredibly easy to work with, amazingly organised and good at building a strong rapport with clients very quickly”* Legal 500 2015
- *“clients like his down-to-earth and commercial approach”* Legal 500 2014

## Publications

Michael is widely published and a [collection of his articles can be found here](#)

He has published a book on Social Media and the Workplace (Jordans, 2015).

He is self-publishing a series of eBooks and online courses on practical aspects of employment law and tribunal procedure.

## Regulatory Information

VAT Number: 820395736

Bar Standards Board: [Registration can be found here](#)

## Webinar Download Material

25/11/20 - Employment download - [How to win friends and influence judges](#)