

Nick Singer

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Introduction

Employment Law

Nick became a tenant in 2007. Since then he has advised and represented start ups, SMEs and some of the country's largest employers including a major supermarket chain, a large bank, a university, a nationwide delivery company and numerous local authorities. He has also advised and represented a wide variety of Claimants in a number of sectors including law, education, medicine and the public sector.

He has undertaken claims of unfair dismissal, wrongful dismissal, discrimination, harassment, victimisation, TUPE, breach of contract and unlawful deductions from wages. He regularly attends Preliminary Hearings and final hearings on all these matters, as well as providing advice on liability and remedy throughout the course of a claim.

He also has attended Judicial Mediations, represented clients during their internal disciplinary process and conducted numerous hearings in the EAT.

He accepts instructions direct from members of the public and businesses.

Accreditations

- *"Nick is great on the technical work, but also pragmatic, responsive and good with witnesses."* Legal 500 2022
- *"An extremely technical barrister, whose strength lies in his attention to detail and ability to distil the most complicated factual scenarios. Great with clients and witnesses, and presents a convincing argument."* Legal 500 2021
- *'Nick's approachability, professionalism and robust advocacy skills sets a level of service, which is difficult to match'* – Emma Thompson, Partner, Thackray Williams Solicitors
- *'Upright, professional, knowledgeable and very approachable are the words that I would use to describe Mr Nick Singer. His counsel and guidance steered me to a very satisfactory remedy in the*

case against my former employer. Nick was very capable and more than up to the challenge I presented, he is the man you want fighting your corner. I have no hesitation in recommending Nick Singer' – Graham Gould

- *"Nick invariably approaches cases with a professional and pragmatic attitude and has proved himself invaluable in the matters I have instructed him on" – David Rowlands, Slater Heelis Solicitors*



Selected cases

- Ms J v a large supermarket (ongoing)
For the Respondent in an ongoing dispute which is listed for trial 8 days next year. It is a very complex case medically, with a consultant expert having been instructed and for which I have already given significant advice.
- Mr R v a large company (2018, settled)
For the Claimant lawyer in a complex whistleblowing and discrimination matter originally listed for a 6 day trial. The matter settled for a significant five figure sum.
- Mr B v a large supermarket (2017)
For the successful Respondent in a complex whistle blowing claim, in which serious criminal allegations were made about the company's record keeping. The Claim was dismissed.
- Suhail vs. Barking NHS TRUST and PELC (UKEAT/0536/13/RN reported on Lawtel)
- Reemploy v Brain, EAT UKEAT/0465/10/CEA
For the Claimant in a successfully resisted appeal. The Claimant had been given bad advice by a solicitor in an informal context and as a result put her claim in out of time. The EAT found that the cases of Dedman v British Building & Engineering Appliances Ltd IRLR 379 [1973] and Riley v Tesco Stores Ltd [1980] ICR 323 were not authority for the proposition that bad advice from any third party will prevent a Claimant from showing reasonable impracticability. The EAT case of Royal Bank of Scotland v Theobald No. UKEAT/0444/06/RN was also doubted.
- Mr B v a large bank (2017, settled)
For the Claimant in a very high value disability discrimination and unfair dismissal claim. The case involved very complicated medical and causation issues. As a result of my input medical evidence was sought forcing the Respondent to concede disability and settle the matter for a large six figure sum.
- Mr F v A Company (2016)
For the Claimant in a high value age discrimination and unfair dismissal case. There were potentially complex legal issues surrounding the admissibility of covert recordings taken by the Claimant. I ensured that he was able to get these into evidence. The case settled for a six figure sum after a Judicial Mediation.

- **Mr W v a Company (2015)**
For the successful Respondent in a difficult whistleblowing case, which covered a large number of allegations.
- **Mr v T Ltd (2014)**
For a nationally recognised employer in a 7 day case of unfair dismissal and disability discrimination. It involved over 30 allegations and 10 witnesses. The Claim was dismissed and the Tribunal, after considering the Claimant's cross examination, decided he had been untruthful.
- **Mrs N v a company (2014)**
For the Claimant involving allegations of sex discrimination and race discrimination. The matter settled for nearly £300,000 after a Judicial Mediation.
- **Mr S v R Ltd (2013)**
For a nationally recognised employer in a 5 day race discrimination claim in which the Claimant felt he had been dismissed on the basis of his race. The Claim was dismissed
- **Mrs P v T Ltd (2012)**
For a nationally recognised employer in an unfair dismissal claim where the Claimant alleged she was unfairly dismissed after taking part in dangerous horseplay in the employer's factory. The Claim was dismissed.
- **Mrs A v a London Borough (2010)**
For the successful Respondent in a 10 day case, which included allegations made by a social worker against numerous witnesses of direct discrimination, disability related discrimination, failure to make reasonable adjustments and harassment.
- **Mr O v E Ltd (2008)**
For the successful Claimant in a 4 day race discrimination claim in which the Claimant alleged he had been subject to hostile and humiliating treatment due to his race and the colour of his skin.

Professional memberships

- Employment Law Bar Association
- Employment Lawyer's Association

Other information

- Nick enjoys football, cricket as well as playing the drums. He has volunteered at his local charity Drugsline.

Accreditations

- *'Nick's approachability, professionalism and robust advocacy skills sets a level of service, which is difficult to match'* – Emma Thompson, Partner, Thackray Williams Solicitors
- *'Upright, professional, knowledgeable and very approachable are the words that I would use to describe Mr Nick Singer. His counsel and guidance steered me to a very satisfactory remedy in the case against my'*

former employer. Nick was very capable and more than up to the challenge I presented, he is the man you want fighting your corner. I have no hesitation in recommending Nick Singer’ – Graham Gould

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- **Mr B v a large bank** (2017, ongoing)
For the Claimant in a potentially very high value disability discrimination and unfair dismissal claim, which may involve a life long loss as a result of a discriminatory dismissal. The case involves very complicated medical and causation issues. As a result of my input medical evidence has been sought forcing the Respondent to concede disability and increase their offer substantially.
- **Mr F v A Company** (2016)
For the Claimant in a high value age discrimination and unfair dismissal case. There were potentially complex legal issues surrounding the admissibility of covert recordings taken by the Claimant. I ensured that he was able to get these into evidence. The case settled for a six figure sum after a Judicial Mediation.
- **Mr W v a Company** (2015)
For the successful Respondent in a difficult whistleblowing case, which covered a large number of allegations.
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unfairly dismissed after taking part in dangerous horseplay in the employer's factory. The Claim was dismissed.

- **Mrs A v a London Borough (2010)**
For the successful Respondent in a 10 day case, which included allegations made by a social worker against numerous witnesses of direct discrimination, disability related discrimination, failure to make reasonable adjustments and harassment.
- **Mr O v E Ltd (2008)**
For the successful Claimant in a 4 day race discrimination claim in which the Claimant alleged he had been subject to hostile and humiliating treatment due to his race and the colour of his skin.

Personal Injury

- **Mrs L v Mr F (2014)**
For the Claimant in a high value multi-track involving complex medical evidence surrounding the diagnosis of a degenerative condition known as an Arnold Chiari Malformation and the impact of the Road Traffic Accident on this condition.
- **Mr C Vs Churchill Insurance (2014)**
For the Claimant in a high value multi-track Road Traffic Accident case, which unfortunately caused the Claimant relentless heart failure. The Claim settled for just below £300,000.
- **Mrs A v a London Borough (2014)**
For the Claimant in a high value multi-track in which the Claimant tripped over a paving stone (ongoing).

Other information

- Nick enjoys football, cricket as well as playing the drums. He has volunteered at his local charity Drugline.