MONACO SOLICITORS

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Dear Sir or Madam

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Many thanks for visiting Monaco Solicitors’ website. We attach copy of the document that you asked for and hope you will find it useful.

If we can be of any further help, please do get in touch by ‘phone or via our website.

Yours faithfully

Monaco Solicitors

**MONACO SOLICITORS - Without prejudice letter no.5 in series:**

**Third letter from employee's solicitor to employer**

From: [Employee's Lawyer]

Sent: [30th September 2016] [10:49]

To: [Company Lawyer]

Subject: Private and Confidential: [Employee]

**Without prejudice and subject to contract**

Dear [Company Lawyer]

Thank you for your email of [22nd September].

I have taken instructions from my client and I think that it would be valuable if we could speak further. Prior to speaking, I thought it would be beneficial to outline my client's current thinking.

[Employee] appreciates [Employer] indication regarding the ex gratia compensation payment, the payment in lieu of notice and holiday pay. As we discussed last week, my Client considers that there should be a payment in respect of her loss of past earnings. For example, there was a window of opportunity following the grievance outcome at the beginning of [May] when the remedial steps outlined could have been taken to enable my Client to return to the workplace. If those steps had been taken, it might have proved possible for her to have re-entered the workplace and she would have been in receipt of her usual salary from then onwards.

It is recognised that [Employer] takes the view that the ex gratia compensation payment is intended to compensate on both a retrospective and prospective basis. However, it would be appreciated if [Employer] were prepared to make an additional payment in respect of a percentage of salary that would have been paid had [Employer] taken the remedial steps to enable my Client to return to the workplace as outlined. A figure of £5000 is proposed in respect of this period.

I am not working today but will be more than happy to make myself available and trust that we can agree a constructive and positive conclusion. Please let me know when might be a convenient time to speak.

Kind regards

[Employee's Lawyer name and signature]