



EMPLOYMENT TRIBUNALS

Claimant: Mr S Shaji

Respondent: Swan Care Solutions Ltd

Heard at: Birmingham (CVP)

On: 7 May 2026

Before: Employment Judge Edmonds

Representation

Claimant: Mr R Sharp, pupil barrister

Respondent: Mr N Tudor-Radu, senior litigation consultant

JUDGMENT ON PRO BONO COSTS

1. UPON the party represented free of charge (as defined in the order below) applying for an order that the Tribunal makes an order under the **Legal Services Act 2007 section 194A** (referred to simply as **section 194A**) that the paying party (as defined in the order below) pay costs to the receiving party (as defined in the order below)
2. UPON the hearing from the parties AND UPON the Tribunal considering Rules 72 to 76 and 82 of the Employment Tribunal Procedure Rules 2024
3. AND UPON the Tribunal concluding that the conditions in Tribunal rules 74(2)(a) is satisfied
4. AND UPON being satisfied that if the party represented free of charge were not represented by a legal representative free of charge then the Tribunal would have the power to make an order that the paying party pay the costs of the party represented free of charge and further that it would have made such an order
5. UPON the Tribunal considering **section 194A**
6. AND UPON being satisfied that the party represented free of charge (as defined in the order below) was represented by a legal representative acting free of charge as defined by **section 194A(14)**
7. AND UPON being satisfied that the paying party (as defined in the order below) was not represented by a legal representative acting free of charge

as defined by **section 194A(14)** and was not represented by representation provided by way of legal aid as defined by **section 194A(9)**

8. AND UPON considering it appropriate to make an order under **section 194A**
9. AND UPON deciding not to consider the ability to pay of the paying party (as defined in the order below) to pay any costs order for reasons given orally at the hearing

THE TRIBUNAL'S JUDGMENT IS AS FOLLOWS

10. The respondent (as the paying party) is order to pay the Access to Justice Foundation (as the receiving party) **£8,700** in respect of the claimant's costs (being the party represented free of charge).

Approved by:

Employment Judge Edmonds

7 May 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/