

1. What are the key documents in the digital bundle that point to the Claimant's employment being in Qatar and not the UK?
2. What do those documents specifically say?
3. Who were the Claimant's line managers in Qatar?
4. What documents support the Claimant's case that his case should be heard in the UK and not Qatar?
5. What do those documents specifically say?
6. Why did the Respondent refuse to hear the Claimant's appeal against redundancy and grievance under the Respondent's UK disciplinary and grievance procedure and insist that it had to be heard following the local Qatari policies.
7. What position did the Claimant's trade union representative in the UK take over the applicability of internal UK disciplinary policies and UK law generally?
8. What were the key factors that the Judge (ie in the judgment) found for the claimant: i.e that he could bring his claim in the UK, and not Qatar

Three engines: NLTK, spacy, stanza

1

Question type = What

Adjectives: Employment, bundle

Person:

Location:

Nouns: Qatar, UK

3

Question type = Who

Adjectives: Employment, bundle

Nouns: Qatar, UK

1. Analyse the question - Find the Persons of Interest/Entities of Interest/Connected People(Like Claimant line managers)
KeyWords - Employment, Qatar, UK

[STANFORD NER Library to be used for the machine to understand the question.]

2. Find the Named Entities (Claimant/Claimant's Employer/Qatar/UK)

1. Analysis of the document

a. Find out the legal document type

- i. Have a dictionary of key words that relate to a document type.

I.e. EMPLOYMENT TRIBUNAL

1. Unfair dismissal
2. Redundancy payment
3. Discrimination on the grounds of
 - a. gender,
 - b. gender reassignment,
 - c. sexual orientation,
 - d. marriage,
 - e. civil partnership,
 - f. disability,
 - g. race,
 - h. age,
 - i. religious belief or
 - j. political opinion
4. Breach of contract
5. Working hours
6. Unauthorised deductions from wages
7. Written statement of terms and conditions
8. Failure to inform and consult in a redundancy or business transfer situation
 - a. Key words - transfer of funds,
9. Equal pay

b. Important information from legal document type

- i. EMPLOYMENT TRIBUNAL

1. **Get claimant name:** R Carter
(From ET_Unmarked)
2. **Get respondents name:** University College London
(From ET_Unmarked)
3. **Extract key dates from document and location :**
(From ET_Unmarked)

Example

Victory House, 30-34 Kingsway, London, WC2B 6EX, on Monday, 3 August 2020, Tuesday, 4 August 2020, Wednesday, 5 August 2020, Thursday, 6 August 2020, Friday, 7 August 2020 at 10:00 am

4. **Extract REPRESENTATION**
(From ET_Unmarked)

Example

FOR THE CLAIMANT Ms K Hosking (Counsel)

FOR THE RESPONDENT Mr E Williams **QC (Queen's Counsel)** (Counsel)

5. Extract ISSUE

Example

The purpose of this open Preliminary Hearing was to determine one issue: whether the claimant's employment had a stronger connection with Great Britain than with Qatar, thus giving him the right to territorial legal jurisdiction in Great Britain and the right to pursue his claims in the Employment Tribunals.

(From ET_Unmarked)

6. Extract Location & Date of Tribunal

Example

HELD AT: LONDON CENTRAL

(From ET_Unmarked)

7. Extract Date of Tribunal

Example

ON: 17-18 AUGUST 2020

(From ET_Unmarked)

8. Extract Judge

Example

EMPLOYMENT JUDGE: M EMERY

(From ET_Unmarked)

9. Extract Respondent's Statutes and Regulations

Example

Statute 10. THE ACADEMIC UNITS OF THE COLLEGE

(1) There shall be such academic units of the College as the Council on the advice

of the Academic Board may from time to time determine, with such powers as determined by the Council on the advice of the Academic Board. An academic unit shall normally comprise Academic Staff and Students. The Academic Staff of such units shall conduct research and

teaching and shall undertake such administrative or other duties as may be deemed appropriate by the Head of the unit. The academic units of the College shall have such designation as the Council on the advice of the Academic Board may from time to time determine

10. Extract Relevant Legislations to the case

Example

12. Education Reform Act 1988

(From ET_unmarked)

11. Extract Claim or what compensation or remedy are you seeking

a. What compensation or remedy are you seeking?

b.

12. Extract Witnesses and their precise timelines

Both Claimant and Respondent side Witnesses info need to be captured.

Example

13. I heard from the claimant and from two witnesses he called - Professor Thilo Rehren who was employed as a senior academic of the respondent seconded to the position of Director UCL-Q and the claimant's Line Manager to 2011, and from Professor Richard Pettinger, the claimant's union representative from June 2019. For the respondent I heard from Ms Balogun, UCL-Q's Director of Human Resources. All provided signed statements which I read along with some of the documentation referenced in the statements in advance of the hearing. (From ET_Unmarked Witness section)

Next step would be to run a linkedin profile scrapper on these Witnesses to have information on them.

13. Extract the Relevant Case Law OR Precedence:

Example:

Ravat v Haliburton Manufacturing & Services [2012] ICR 389: "The employment relationship must have a stronger connection with Great Britain than with the foreign country where the employee works."

The general rule is that the place of employment is decisive. But it is not an absolute rule. The open-ended language of section 94(1) leaves room for some exceptions where the connection with Great Britain is sufficiently strong to show that this can be justified. The case of the peripatetic employee who was based in Great Britain is one example. The expatriate employee, all of whose services were performed abroad but who had nevertheless very close connections with Great Britain because of the nature and circumstances of employment is another.” (para 27)

14. Look at every document and plot on the timeline
15. The relevant facts (ET document)
16. Extract the Opponent's Lawyer Firm

Example
Clyde & Co LLP.

Witness statements:

1. Claimant's _____
 - a. Fraz note (find the 's and check if its named the claimant - get the position and get the next characters)
2. Witness for claimant
3. Witness for respondent

Enttly relationship between all the people and organsations involved in the pack.

Questions for Ed:

- Is the preliminary hearing docs included in EAC

REFERENCES

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/919250/et1-v2-en.pdf