

Schedule of Loss (SoL) Generator

Automated calculation and drafting of Employment Tribunal Schedules of Loss from payslips and supporting evidence.

Overview

The Schedule of Loss (SoL) Generator ingests payslips and other evidence to automatically calculate and draft a claimant's Schedule of Loss for UK Employment Tribunal proceedings. The tool extracts earnings, benefits, and employment dates; models loss scenarios; applies tax and pension adjustments; and produces a lawyer-reviewable SoL with an appendix of assumptions and an exhibit list.

Problem

Preparing a robust Schedule of Loss is time-intensive and error-prone. Practitioners must read multiple payslips, compute gross and net earnings, apply tax and pension assumptions, and update calculations as evidence changes. Manual spreadsheets are brittle and hard to audit.

Solution

The SoL Generator converts documentary evidence into structured data and applies tribunal-aligned calculation logic. It outputs a clear, editable SoL (Word/PDF) plus a transparent audit trail so lawyers can validate inputs, tweak assumptions, and defend figures at hearing.

Inputs (Evidence)

Typical inputs include: payslips, P45/P60, contract of employment, bank statements, termination letters, replacement income evidence (new payslips), pension details, benefits received, and job-search diaries.

Core Features

Key features: 1. OCR and extraction from payslips. 2. Data normalisation across pay cycles. 3. Employment timeline validation. 4. Loss modules: notice pay, holiday pay, redundancy pay, pension loss, unlawful deductions, benefits offsets. 5. Tax and pension treatment. 6. Interest calculations. 7. Scenario modelling. 8. Output: draft SoL, appendix, and exhibit list. 9. Lawyer dashboard with edit controls.

Calculation Outline

Illustrative calculations: - Baseline: average net weekly earnings from last 12 weeks. - Loss of earnings: baseline net minus new earnings, multiplied by weeks since dismissal. - Notice pay: statutory or contractual notice period × gross weekly pay. - Holiday pay: accrued but untaken at termination. - Pension: employer contributions lost. - Redundancy pay: statutory rules based on age and service. - Interest: simple daily rate, configurable.

Security & Compliance

All data is handled securely with encryption and role-based access. Outputs are drafts requiring lawyer review. Full audit logs record inputs, edits, and exports.

Deliverables

The generator produces: (a) a tribunal-ready Schedule of Loss in Word/PDF, (b) an appendix of assumptions and methodology, and (c) an exhibit list referencing evidence sources.

Integration

The SoL Generator integrates with the SOF Generator and ET1 automation to ensure consistency across documents and filings. It can also export structured data to case management systems.

MVP Build Notes

MVP implementation could use: OCR (Tesseract or cloud APIs), parsing logic for payslip fields, a Python calculation engine, and document generation with python-docx or WeasyPrint. The UI allows lawyers to upload payslips, review extracted data, recalculate, and export results.

Value Proposition

The SoL Generator reduces hours of spreadsheet work, minimises errors, and improves auditability. It produces consistent, defensible Schedules of Loss aligned with narrative facts and ET1 particulars.