

Mukhtiar Singh



Call: 2011

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Profile

What the directories say

"Mukhtiar's particular strengths are his responsiveness, his clarity of thinking and his confident and persuasive approach. He is common sense personified and a class act." -

Employment (London), Legal 500 2024

"Mukhtiar is an excellent astute thinker, who commands respect. He has great client care and is a winner." -

Employment (London), - Chambers and Partners 2024

"Mukhtiar is very professional, knowledgeable, astute and sensitive. He develops strong working relationships and gives timely, accurate and clear advice. He demonstrates great expertise in identifying and resolving issues." -

Employment (London), - Chambers and Partners 2024

"Mukhtiar has a really good manner with clients. He is down to earth, approachable and hardworking. If you have a difficult issue, he will research until he gets the answer." -

Employment (South Eastern), - Chambers and Partners 2024

"Mukhtiar's advocacy is well-prepared, clear and articulate. He sets out his client's case very well and his written submissions are also well-researched and laid out." - **Employment (Tier 2 South Eastern), Legal 500 2024**

"Mukhtiar is thoroughly down to earth and is appreciated for his easy way of explaining complicated issues." - **Commercial Litigation (South Eastern), Legal 500 2024**

"An excellent, astute thinker who commands respect" - **Commercial Litigation (South Eastern), Chambers and Partners 2024**

"Mukhtiar Singh is a standout." - **Employment (Band 1 South Eastern), - Chambers and Partners 2023**

"Fantastic with clients – he is very likeable, personable and treats clients with great empathy. Technically strong and a fierce advocate, who is able to adopt a range of styles as necessary – very well respected by all that come across him." - **Employment (London), Legal 500 2023**

"Fabulous client-care skills with excellent attention to detail." - **Employment (London), Legal 500 2023**

"Mukhtiar is fantastic. He remains calm and is hard-working. Clients feel at ease with him and his human touch. His analysis of the law is always spot on, he thinks outside the box and judges respect him." "Mukhtiar is very easy to work with. He is very good with clients and personable with them, which goes a long way. He is also technically strong." - **Employment (Band 1), Chambers and Partners 2022**

"Mukhtiar is very switched on and pragmatic. He is extremely articulate and able to provide complex written advice which is concise, easy to read and perfectly drafted." "Clients feel at ease with Mukhtiar: he has the human touch. His analysis of the law is always spot on, he thinks outside of the box and judges respect him. He is my go-to person." - **Commercial Dispute Resolution (South Eastern), Chambers and Partners 2022**

"Mukhtiar is an absolute star. Concise on paper, brilliantly clear with clients, and thoroughly reliable. His advice is always pragmatic and well researched." - **Employment (Tier 1 South Eastern), Legal 500 2022**

"He has superb interpersonal skills, and is very detail-orientated." - **Commercial Litigation (South Eastern), Legal 500 2022**

"He is one of my go-to employment law specialists. He is able to quickly understand and break down complicated employment law issues and provide concise advice." - **Employment (Band 1), Chambers and Partners 2021**

"He has a human and caring touch when dealing with cases. Excellent on the law and his drafting." - **Employment, Legal 500 2021**

"He is very knowledgeable and tactically astute. His client care is exceptional and judges respect him greatly. He is my go-to person for any litigation matter." "He is very thorough and approachable." - **Employment, Chambers and Partners 2020**

"Brilliant. He was really knowledgeable. He cared about the case and was really dedicated." - **Employment, Chambers and Partners 2019**

"Sources praise him for his personable nature and his ability to handle a diverse range of clients." - **Employment, Chambers and Partners 2018**

What clients say

*"Mukhtiar was recommend to me by a solicitor. Mukhtiar played a vital role in helping resolve my dispute which was very complex. Mukhtiar is very passionate in employment law, he is keen to seek justice and is very detail orientated. Mukhtiar does not leave any stone unturned and he possesses a fountain of knowledge when it comes to employment disputes. I found Mukhtiar extremely knowable and his client care is outstanding. You are not just another case, to him you are person he values and will do his best to resolve the dispute. I highly recommend Mukhtiar Singh for any employment law disputes".***Lay client senior manager, race and disability detriment and dismissal claim brought against a leading bank.**

For more client testimonials, [click here](#).

Background

Mukhtiar's father came to the UK in the 1950s and worked as a labourer in London until retirement age. Mukhtiar had various part-time jobs during primary and secondary education and then enjoyed nearly 25 years' full-time employment in the public sector since leaving school aged 16.

Prior to successfully completing pupillage in October 2013, Mukhtiar completed his Law degree and Bar qualifications whilst working full-time and starting a family.

He applies his inherited work ethic to work tirelessly to obtain the best results for his clients.

Mukhtiar has a particular interest in social mobility at the Bar and has set up the **Guru Nanak Social Mobility Scholarship scheme**. He is a Social Mobility Advocate, as part of the Bar Council's **"#IamtheBar"** Social Mobility campaign.

Education

University of Law: Bar Professional Training Course, Outstanding (over 80% for all assessments)

University of London (External): Law LLB (Hons)

Dartford Grammar School

Related practice areas

Employment, Discrimination and Equality Law

Investigations

Professional Discipline and Regulation

Employment and Discrimination Law

Mukhtiar is ranked in employment by Chambers & Partners and the Legal 500 and represents Claimants and Respondents. His depth of knowledge of employment law, coupled with over twenty-five years' experience in employment relations, enables him to provide sound advice and practical solutions.

He has a particular interest in whistleblowing and discrimination disputes involving senior managers and executives in three sectors:

- Financial services. Mukhtiar has represented a number of senior executives in whistleblowing, discrimination and dismissal claims, which often call upon his experience with regulatory matters, partnership and company law. Since 2020, he has regularly advised and represented senior managers and executives selected for redundancy, often in a pool of one . He has represented businesses pursuing directors for breach of fiduciary duty; contractual claims relating to remuneration; breach of restrictive covenants; and claims relating to confidential information
- Healthcare. Mukhtiar's previous experience in professional discipline is an invaluable tool when representing clients across the whole range of healthcare professions. Mukhtiar has dealt with numerous whistleblowing claims brought by doctors, nurses and other practitioners, which often overlap with sex, race or disability discrimination. He has a particular interest in global healthcare justice and is a NED at **Primary Care International**.

- Police. Mukhtiar represents police officers and staff across the country. As a former highly decorated Detective Inspector who has investigated all levels of crime across the country, he is able to use his experience to provide practical and robust advice and advocacy. He has experience of police cases involving disability discrimination; race and religious discrimination; and whistleblowing. Mukhtiar has experience of cases raising national security issues and closed material.

Through his work as a member of the Advisory Council of whistleblowing charity Protect, he advocates for law reform, culture change and sharing best practice. As a voluntary member of Protect's Legal Support Network, he provides advice and representation, particularly on complex cases and interventions.

He is instructed in cases that overlap with his commercial practice, including shareholder prejudice; breach of director duties; breach of confidentiality; restraint of trade; partnership disputes; and wages claims, in particular bonuses.

Mukhtiar's investigation experience involved a wide-range of covert and other investigative techniques and spanned across all types of crime including homicide; so-called honour crime; serious and organised crime; rape and serious sexual assaults; fraud; and armed robberies. In addition to advice and representation, he is able to use his 23 years' experience as a detective inspective, to conduct workplace investigations.

NOTABLE AND RECENT CASES

- Represented a senior police officer in a disability discrimination (failing to make reasonable adjustment), which was concluded favourably following cross examination of the Respondent's witness (2024).
- Obtained a settlement of £160,000 on behalf of a senior executive for a global metal derivative broker and dealer, following a claim for age discrimination and unfair dismissal (2023).
- Represented a leading project geophysicist who successfully argued that the Respondent global geoscience company had created a sham redundancy and that he was subject to aggressive conduct after he challenged it. Claims for age discrimination, unfair dismissal, victimisation and breach of contract succeeded and he was awarded over £340,000 (2023). The judgment can be found [here](#).
- **Zena v Verifone Case No. 3303409/2021 (2023)**. Represented the (female black) Claimant who successfully argued that she was unfairly dismissed and victimised by the

Respondent multinational company, which provides technology solutions for electronic payments globally. This was a “pool of one” redundancy and the tribunal determined that the consultation and redundancy of her UK-based EMEA Regional Controller position was a sham, constructed so that an individual based in Poland could take her place. Somewhat rarely, the tribunal reached a majority decision that she was also victimised by failing to adequately investigate her allegations of race discrimination (2023).

- A 6-day hearing representing a senior female manager bringing unfair dismissal and sex discrimination claims against a leading block and estate management company (2023).
- Successfully argued, on behalf of an international company responsible for providing feed solutions to farms, that a claim for unfair dismissal be struck out as premature (2023).
- **Gooch v Felixstowe Dock and Railway Company Case No 3309559/2022.** On behalf of the Respondent successfully argued that the tribunal did not have jurisdiction to hear the claim and should be struck out (2023).
- **Laing v Bury & Bolton Citizens Advice [2022] EAT 85.** Acting pro bono for the Appellant in five conjoined appeals involving witness orders, deposit orders (for a race discrimination claim), victimisation and apparent bias. The EAT agreed that there had been an appearance of unconscious confirmation bias. Read more about the case [here](#).
- An intervention at the EAT where the issue was whether a charity trustee could bring a whistleblowing claim, in particular the application of Articles 10 and 14 of the European Convention on Human Rights (2022).
- Represented a Claimant solicitor against a leading firm, who was dismissed whilst on maternity leave for allegedly failing to accept lesser terms during the Covid-19 pandemic (2022).
- Represented the Claimant who brought claims for age, sex and race discrimination against Warner Bros (2022).
- Represented in-house counsel of a pension fund managing company, who brought whistleblowing detriment and dismissal claims following disclosures regarding the board’s corporate governance duties (2022).

- Instructed by two Claimants for a 22-day hearing against a leading European Bank and a number of individual workers. The claims included race and sex discrimination; whistleblowing; and Equal Pay (2022).
- Represented a Claimant for a 12-day racial harassment, victimisation and dismissal claim against a high-profile charity. The client alleged she was gaslighted following her allegations of discrimination which included tokenism (2021).
- 5-day whistleblowing case. Acted for a Claimant whistleblower (making serious allegations of fraud) against a multinational technology corporation (2021).
- Acted for a Respondent charity in a claim involving working time, non-payment of wages and illegality (2021).
- **Mehdinejad v Royal Mail Case** No: 2204261/2019 (2020). Disability harassment claim, including an award of aggravated damages, where the claimant suffered from ADHD, dyslexia and dyspraxia. The client said Mukhtiar “understood my needs as a disabled claimant... this was critical to success”. Press coverage can be found **here**.
- 7-day unfair dismissal claim on behalf of a Claimant junior trader who had been dismissed by a leading global bank following allegations of market manipulation (spoofing) (2020).
- **Sethi v Elements Personnel Services Ltd** Case no. 2300234/2018 (2019). Successfully argued that the no-beard policy of a recruitment agency, which provided staff to 5-star hotels in London, was indirect religious discrimination as it put Sikhs at a particular disadvantage. The judgment can be read **here**.
- **Parkin v Leeds City Council** UKEAT/0178/19 (2019). Successfully appeals on two grounds that allegations of sex discrimination and harassment should not have been struck out either as there being no prospect of success and the ET failed to apply the two-part test of *Hasan v Tesco Stores*. The judgment is noteworthy as to the approach to multiple discrimination claims with lengthy pleadings and it can be read **here**.
- A 7-day religious harassment and victimisation claim (2019). Successfully argued that a Muslim employee was subject to religious harassment the day following the Manchester terrorist attack at the Ariana Grande concert and was victimised after he raised a complaint. The judgment can be read **here**.
- Representing a police officer who had brought three whistleblowing and victimisation claims. Some of his protected disclosures were made to third parties and attracted

national media attention (2019).

- Unfair/wrongful dismissal dispute involving a city trader (2018). The central issue was the culture of the (well-known investment) bank at the time, including the prevalence of the alleged misconduct. The case involved a consideration of how a settlement, including a reference, could be achieved in light of the Senior Managers Regime.
- A 3-day county court case for unpaid pay with counterclaims for fraud and breach of post-termination restrictive covenants (2018). Having been instructed for 2 years on a direct public access basis, successfully settled on the first day of trial securing the full value of the claim and costs.
- 4-day unfair dismissal case brought by a director-employee involving allegations of financial irregularity and a breach of fiduciary duties (2018).
- A county court claim for a director's payment in lieu of notice which had been withheld after the employer alleged to have subsequently discovered breaches of fiduciary duties (2018).
- 4-day disability discrimination case involving harassment because the employee had a hearing impairment (2018).
- 3-day claim including age discrimination, detriment, unfair dismissal and holiday pay. Successfully argued that a rolled-up holiday pay clause was a sham (2017).
- Between 2017-2018, represented two Claimants and one Defendant in separate negligent misstatement claims arising from alleged negligent references to existing and former employees. Two of these cases involved former police officers.
- Acting pro-bono, successfully negotiated at remedies stage a six-figure settlement for a Claimant who had established that her employer had subjected her to victimisation and race discrimination (2017).
- A county court claim involving the recoverability of finder's fees and an allegation of breach of post-termination restrictions (2017).
- An equal pay case, including sex and pregnancy discrimination, involving city bonus schemes (2016).
- A whistleblowing case involving a senior manager brought against a leading investment bank (2016).

- 8-day whistleblowing and unfair dismissal claim brought by a nurse, where a key issue was the meaning of “in the public interest” as inserted by s.17 of the Enterprise and Regulatory Reform Act (2015).
- Unfair dismissal and unpaid holiday case. The tribunal accepted that a construction worker under a written “self-employed” contract was an employee (2015).

Commercial Law

Mukhtiar’s commercial practice involves a broad spectrum of commercial law and large parts overlap with employment disputes particularly restraint of trade, confidential information and director/shareholder disputes.

He has experience of a number of director/shareholder disputes involving allegations of fraud; dishonest assistance; unfair prejudice; and breach of fiduciary duties. Mukhtiar has advised on contractual disputes arising from Covid-19 relating to the interpretation of force majeure clauses and frustration.

Mukhtiar undertakes some traditional Chancery work for existing clients, including contested probate; trust of land; and commercial and residential landlord/tenant disputes.

NOTABLE CASES

- Advised on behalf of a company specialising in scientific design innovation regarding the enforceability of restrictive covenants and injunctive relief (2022).
- Represented a vulnerable claimant in a breach of contract claim brought against a builder who undertook a number of projects at her property, without completing any and yet continued demanding payments. The Claimant obtained an order of over £65,000 plus indemnity costs (Central London County Court 2022).
- Represented a Claimant company regarding non-payment of transport services. The matter was settled on the doors of the court (2022).
- Acted on behalf of one of the hundreds of vulnerable (new to the UK) victims of mis-sold mortgages by Dharam Prakash Gopee (through his various companies including Barons Bridge Finance). An order was obtained removing the charge on various grounds, which included that the mortgage was provided by an unauthorised lender under section 40 of the Consumer Credit Act 1974 and were not enforceable without

OFT approval or order of the court (Central London County Court 2021). Mukhtiar has acted in similar cases in the past, instructed by **DSD law** in Kent. News coverage about the prosecution brought against Mr Gopee can be found **here** and details of a confiscation order totalling £5million **here**.

- Represented professional landlords in a dispute against their service company and insurer following significant damage and loss (circa £300,00) caused by a burst pipe (2021).
- Acted on behalf of a vulnerable individual who had loaned circa £400,000 to two individuals who subsequently denied the existence of the loans and one defendant denied agency making counter-allegations including fraud. The client successfully recovered the capital sum, interest and costs following settlement on the first day of a trial conducted by Zoom (2020).
- Acted on behalf of a UK company who brought a breach of contract claim against a US company it had contracted with to provide sales and marketing. The key issue was of contractual interpretation, particularly whether an obligation to provide notice of termination could be circumvented by exercising a right not to provide work. The Claimant obtained a favourable settlement following lengthy litigation (2019).
- Without notice injunction (settled on the return date). Successfully restrained the winding up of a small football club where there was a genuine dispute over the alleged debt for development work carried out at the ground. The defence included an alleged non-disclosed conflict of interest in the construction company by the club's former finance director (2018).
- Between 2017-2018, represented two Claimants and one Defendant in separate negligent misstatement claims arising from alleged negligent references to existing and former employees. Two of these cases involved former police officers.
- An extended fast-track trial regarding unpaid private school fees. The case involved the applicability of the Consumer Credit Act 1974 and counterclaims regarding the school's representations and performance (2018).
- **C v B** [2016] EWHC 3567 (QB): appeal against the striking out, on limitation grounds, of a counterclaim to a possession claim for knowing assistance to a breach of trust involving secured loans used to invest in a Ponzi scheme. Mr. Justice Mitting stated, *"She is now represented on a Direct Access basis by Mr. Mukhtiar Singh who has presented her case with moderation and realism. I am grateful to him, as she should be*

as well".

- Acted on behalf of a specialist environmental clearance company who undertook work as part of the development of a petrol station to residential properties. The Defendants ran defences involving privity and agency, but ultimately conceded on the day of trial (2017).
- Acted on behalf of the Defendant denying the existence of a number of loans; the Claimant withdrew his claim at the end of the first day of trial (2017).
- On the day of trial, successfully negotiated settlement in a claim under s.14 of the Sale of Goods Act 1979, for rescission and damages involving the purchase of a defective vehicle (2017).
- Professional negligence dispute against a solicitor acting for an elderly purchaser of a lifetime lease who alleged she believed she was obtaining the freehold title (2017).
- Represented an ex-director of two sister companies (one UK and one US) in a breach of contracts claim where the companies had relied upon respective Payment In Lieu of Notice clauses following termination, but subsequently refused to pay citing breach of fiduciary duties and fraud allegedly subsequently discovered.
- Settled favourably following mediation (2016).
- 4-day multi-track trial involving an alleged loan of £200,000 to a sibling; successfully defended the case and obtained costs on an indemnity basis (2016).
- 4-day multi-track trial involving claims and counterclaims for breach of contract and unjust enrichment, where the dispute was over the completion of renovation works and a failure to execute a commercial lease (2016).
- 2-day multi-track trial involving a substantial loan and a counterclaim for breach of a partnership agreement, which thereafter resulted in protracted enforcement proceedings (2016).
- Successfully obtained summary judgment on behalf of the Claimant in a dispute against guarantor Defendants concerning a failed overseas investment (2016).
- Successful application, with costs, to set aside default judgment entered in favour of a leading parking charges enforcement company for breach of contract. Argued implied terms could be incorporated thus the Defendant had a real prospect of defending the claim (2015).

Professional Regulation

Mukhtiar accepts instructions for professional discipline cases and applies his robust advocacy skills to his practical awareness. He has a good understanding of the Senior Managers and Certification Regime as employment cases involving the financial services sector often have a regulatory aspect.

NOTABLE CASES

- Mukhtiar represented a teacher in an appeal against the decision by an examinations regulator (the AQA) to suspend a teacher for improper assistance to students.
- He has been instructed via Direct Public Access and by the Royal College of Nursing to represent nurses and has been instructed for lengthy hearings involving allegation of dishonesty.
- He has appeared in a number of hearings before the General Optical Council. He has experience of an appeal to the High Court against a decision of the General Optical Council.
- Mukhtiar defended a practitioner in suitability proceedings brought by NHS England. The practitioner faced serious probity allegations, akin to fraud. The proceedings raised legal issues regarding the interpretation of the National Health Service (Performers Lists) Regulations 2013; and the legal effect of breaches of the removal procedures.
- He represented a police officer in a four-day hearing, where the officer faced allegations of racism and sexism. A key issue was which Home Office guidance was applicable.

Workplace Stress and Harassment

Mukhtiar is ranked in employment and commercial dispute litigation by Chambers & Partners and the Legal 500. He has expertise in harassment claims under the Equality Act and disability discrimination cases particularly non-visible disabilities. He has a particular interest in whistleblowing and claims arising out of allegations of unethical and criminal conduct of employers.

He has a strong interest in areas that overlap with employment law and in particular stress at work and harassment claims. In his early years of practice, he enjoyed a broad common law

practice, which has provided him with detailed knowledge of civil litigation including procedure and costs.

Mukhtiar has represented clients who have brought parallel claims in the employment tribunal and the County Court. Examples of his work included:

- **Mehdinejad v Royal Mail Case** No: 2204261/2019 (2020). Disability harassment claim, including an award of aggravated damages and personal injury, where the claimant suffered from ADHD, dyslexia and dyspraxia. The client said Mukhtiar “*understood my needs as a disabled claimant... this was critical to success*”. Press coverage can be found **here**.
- Successfully represented a client in a claim brought in the county court under the Protection of Harassment Act 1997 seeking damages and injunctive relief, which also resulted in a significant costs award.
- Represented the personal representative of an ex-employee who, having entered into a settlement agreement following allegations of bullying and harassment, brought a personal injury claim against the former employer (and NHS Trust) due to depression. The main issues in the case were foreseeability and the interpretation of the extent of the settlement agreement.

Social Mobility

Learn more about Mukhtiar Singh, including his journey to the Bar and his social mobility work:

- **A new face at Doughty Street Chambers | Legal Brief (legal-brief.co.uk) (2022)**
- **Not All Lawyers Have Law Degrees: Mukhtiar Singh: Taking a risk with someone who's different on Apple Podcasts (2021)**
- **The Lawyer Portal - Case Study: University of Law, Mukhtiar Singh**
- **The Bar Council - Spotlight on Mukhtiar Singh, Social Mobility Advocate**
- **The Sikh Way - Launch of £4000 Guru Nanak social mobility scholarship**
- **New Law Journal - Guru Nanak Scholarship launched**

- **Sikh Siyasat News - Sikh Education Council and Barrister Mukhtiar Singh Awards £4,000 'Guru Nanak Social Mobility Scholarship'**
- **Mukhtiar Singh on Twitter promoting Guru Nanak Social Mobility Scholarships**
- **The Honourable Society of Lincoln's Inn - Facebook post promoting Guru Nanak Social Mobility Scholarships**
- **Counsel Magazine - Extraordinary Working Lives: Mukhtiar Singh**
- **Counsel Magazine - First Guru Nanak award**
- **Mukhtiar Singh and Danielle Manson of Garden Court talk diversity on BBC Radio 4 Law in Action (12 June 2019)**
- **Not All Lawyers Have Law Degrees: Mukhtiar Singh: Taking a risk with someone who's different on Apple Podcasts**