



THE EMPLOYMENT TRIBUNALS

Claimant

Respondent

Simon Reader

v

Quinlan Group Ltd

Heard at: London Central

On: 25-26 May 2023

Before: Employment Judge Heydon

Representation:

Claimant: John Ratledge (Counsel)

Respondent: Simon Harding (Counsel)

JUDGMENT

1. The Claimant's complaint that there was an unlawful deduction from his wages is well-founded. The Respondent is ordered to pay to the Claimant the gross sum of £34,714.73 in respect of the amount unlawfully deducted.
2. The Claimant's complaint that he was unfairly dismissed is well-founded. The Respondent is ordered to pay to the Claimant the gross sums of:
 - (a) a basic award of £4,282.50 (calculated based on 5 years employment at 1.5 times a week's pay, limited to the statutory cap of £571 per week);
 - (b) a compensatory award of £46,939 (calculated based on 6 months loss of earnings, capped at £93,878 and reduced by 50% to take into account the possibility that the Claimant would have been made redundant);
 - (c) a sum of £350 for loss of statutory rights.
3. The Respondent was in breach of contract by constructively dismissing the claimant without notice. The Respondent is ordered to pay to the Claimant the gross sum of £12,947.18 in damages for the breach of contract.

4. The Respondent failed to provide the Claimant with a written statement of employment particulars. The Respondent is ordered to pay to the Claimant compensation of £1,142, representing 2 weeks' pay limited to the statutory cap of £571 per week.
5. In total, the Respondent is ordered to pay a total gross sum of £100,375.41.

Employment Judge Heydon

Dated: 26 May 2023

Judgment sent to the parties on:

26/05/2023

For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written 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.