



## EMPLOYMENT TRIBUNALS

### Claimants

Mr B Greevy  
Mr A McLauchlan

v

### Respondent

Legal Business Support Limited

**Heard at:** Leeds

**On:** Thursday 2 March 2017 and Friday 3 March 2017

**Before:**

Employment Judge Jones

### Appearances

**For the first Claimant:** Miss C Widdett, counsel

**For the second Claimant:** Mr L Kenealy, solicitor

**For the Respondent:** Mr J Jenkins, counsel

## JUDGMENT

1. The claimants each resigned as a consequence of fundamental breaches of their contracts of employment on the part of the respondent, namely the implied terms of trust and confidence, neither affirmed their contracts and both were constructively dismissed within the meaning of Section 95(1)(c) of the Employment Rights Act 1996.
2. The dismissals were unfair.
3. The respondent shall pay compensation to the first claimant, Mr Greevy, in the sum of £7,235, comprising a basic award of £4,311 and a compensatory award of £2,924.
4. The respondent shall pay compensation to the second claimant, Mr McLauchlan in the sum of £5,765.56 comprising a basic award of £2,874 and a compensatory award of £2,891.56.
5. The respondent shall pay to the first claimant the sum of £1,200 in respect of the Tribunal fees incurred to bring the claim.

6. The respondent shall pay to the second claimant the sum of £1,200 in respect of the Tribunal fees incurred to bring the claim.

Employment Judge Jones

Date: 6 March 2017

Sent 6 March 2017