



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Oliver Cleghorn

**Respondent:** S&T (UK) Limited (in Administration)«resp\_others»

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent constructively unfairly dismissed the claimant. The claimant is entitled to a basic award = (4 years' service, 2 over the age of 41) 5 x £525 = **£2,625.00**.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of (3 months gross notice pay £37,500 and pension loss for the notice period of £1,500) = total of **£39,000.00** less deductions for tax and national insurance.
3. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of (3 days worked in December 2019 - £1,703.77, outstanding expenses - £155.19 and outstanding mileage - £16.65) = a total of **£1,902.61**.
4. The claim succeeds and the respondent is ordered to pay the claimant the total sum of **£43,527.91** forthwith.

Employment Judge JONES

22 February 2021