



EMPLOYMENT TRIBUNALS

Claimant: Mr M Foote

Respondent: The Lettershop Group Limited

Heard at: Leeds **On:** 18 to 22 March 2019

Before:

Employment Judge JM Wade
Ms NH Downey
Mr M Taj

Representation

Claimant: Mr Y Lunat (solicitor)
Respondent: Miss N Alistari (counsel)

JUDGMENT

- 1 The claimant did not make protected disclosures: his complaints of protected disclosure detriment and dismissal are dismissed.
- 2 The claimant's complaints of detriment (Working Time cases) succeed.
- 3 The claimant's constructive unfair dismissal complaint is well founded.
- 4 The respondent shall pay to the claimant the following sums:

Basic Award:	£12 225
Compensatory Award:	£37 251
Injury to feelings:	£17 000
Interest:	£ 1 360

Total	<u>£67 836</u>
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- 5 The recoupment regulations do not apply to these awards.
- 6 The respondent did not act unreasonably in defending liability to a hearing and the claimant's application for costs is refused.

Employment Judge JM Wade
Date 22 March 2019

Reasons for the judgment having been given orally at the hearing, any party requesting written reasons must make a request in writing within 14 days of this Judgment being sent to them. Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.