



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Barry Heery

**Respondent:** Hallaton Manor Ltd

**Heard at:** Leicester

**On:** 1, 2, 3, 4 and 5 March 2021

**Before:** Employment Judge Ahmed (sitting alone)

**Representation**

**Claimant:** Ms Megan Verity of Counsel  
Instructed by Josiah Hincks

**Respondent:** Ms Elizabeth Riding, Consultant, Employment Relations Services Ltd

## JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant was constructively and unfairly dismissed.
2. The application for a declaration and order pursuant to section 38 of the Employment Act 2002 (that is compensation for failure to provide written particulars of employment as required by section 1 of the Employment Rights Act 1996) is dismissed.
3. The issue of remedy is agreed.
4. The Recoupment Regulations do not apply.

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Employment Judge Ahmed

Date: 18 March 2021

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

**Covid-19 statement**

***This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V – video. It was not practicable to hold a face-to-face hearing because of the Covid-19 pandemic.***

**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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.