



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Ruddock

**Respondent:** Leon Gaume Limited

**Heard at:** London South Tribunal **On:** 18<sup>th</sup> January 2021 **by:** CVP

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

## **Representation**

Claimant: Ms C Young (partner)

Respondent: Mr Brian Hendley (Solicitor)

## **JUDGMENT ON LIABILITY**

- (1) The complaint of unfair dismissal is well-founded. This means that the Claimant was unfairly dismissed by the Respondent.
- (2) The Claimant had 6 years of continuous employment. His continuous employment started on or about 5<sup>th</sup> September 2012.
- (3) The Respondent shall pay to the Claimant an amount to be determined, equivalent to 2 weeks pay, as the Claimant was not provided with written employment particulars.
- (3) The Respondent shall pay to the Claimant an amount to be determined award for the loss of his statutory rights.

- (4) The Tribunal will decide the remedy for unfair dismissal at a further hearing on 25<sup>th</sup> March 2021. The parties will be sent a separate case management order setting out the required steps for preparing for the remedy hearing.

Employment Judge L Clarke

Date: 18<sup>th</sup> January 2021

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

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