



EMPLOYMENT TRIBUNALS

Claimant: Mr P Arthur

Respondent: The Protector Group Ltd

Heard at: Remotely by Cloud Video Platform

On: 31st August, 1st, 2nd September and 4th October 2021

Before: Employment Judge Sweeney
Lynn Jackson
Stephen Carter

Appearances: For the Claimant, Andrew Webster, counsel
For the Respondent: William Haines, solicitor

JUDGMENT ON LIABILITY

1. The complaint under section 48 Employment Rights Act 1996 that the Claimant was subjected to a detriment in contravention of section 47B of that Act is well founded and succeeds.
2. The complaint under sections 111 and 103A Employment Rights Act 1996 that the principal reason for the Claimant's dismissal was that he made a protected disclosure is not well founded and is dismissed.
3. The complaint of under sections 111 and 98(4) Employment Rights Act 1996 that the Claimant was unfairly dismissed is well founded and succeeds.
4. The Basic and Compensatory Awards are reduced by 20% pursuant to sections 122(2) 123(6) of the Employment Rights Act 1996 respectively.
5. The complaint of wrongful dismissal is well founded and succeeds.
6. The complaint of breach of contract/unauthorised deduction of wages in respect of outstanding holiday pay is well founded and succeeds.
7. The complaint of unlawful deduction of wages during the period of suspension is well-founded and succeeds.

8. The issue of remedy is adjourned to a date to be confirmed by the Tribunal.

Employment Judge **Sweeney**

Date: 20 October 2021

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.