



EMPLOYMENT TRIBUNALS

Claimant: Mr A Murphy
Respondent: Delice de France Ltd
Heard at: Watford Employment Tribunal (in public by video)
On: 23, 24, 25, 26 and 29 November 2021
Before: Employment Judge Quill; Ms Costley; Mr Palmer

Appearances

For the Claimant: In Person
For the respondent: Mr J Munro, solicitor

JUDGMENT

1. The effective date of termination was 15 September 2017.
2. The contract of employment was validly terminated with effect from 15 September 2017. There was no breach of contract and there were no further sums due under the contract (as of 12 December 2017, when these proceedings commenced).
3. The correct salary entitlement was £28,000 per annum and there were no unauthorised deductions from the Claimant's salary by paying at that rate.
4. The Claimant's email of 25 August 2017 at 11:02 was not a protected disclosure.
5. The Claimant was not unfairly dismissed contrary to section 104 of the Employment Rights Act 1996.
6. The Claimant was not unfairly dismissed contrary to section 103A of the Employment Rights Act 1996.
7. The Respondent did not, on 8 September 2017, fail, or threaten to fail, to comply with subsections 10(2A), 10(2B) &/or 10(4) of the Employment Relations Act 1999.
8. The Respondent did not contravene the Equality Act 2010 by disability discrimination within the definition in section 15 of the Equality Act 2010.

9. Any complaints that the Respondent contravened the Equality Act 2010 by disability discrimination within the definition in section 13 of the Equality Act 2010 are dismissed upon withdrawal.
10. Any complaints that the Respondent contravened the Equality Act 2010 by age discrimination are dismissed, following the Claimant's failure to pay the relevant deposit and upon withdrawal.
11. The tribunal has decided the argument in relation to section 15(2) of the Equality Act 2010 against the Claimant for substantially the same reasons identified in the deposit order sent to the parties on 3 June 2019. Therefore, in accordance with Rule 39(5)(b), the deposit of £150 shall be paid to the Respondent.

Employment Judge Quill

Date: 29 November 2021

JUDGMENT SENT TO THE PARTIES ON
2 December 2021

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FOR THE TRIBUNAL OFFICE

Notes

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.