



EMPLOYMENT TRIBUNALS

Claimant: Bradley Jones

Respondent: J P Morgan Securities plc

Heard at: London East Hearing Centre

On: 25 - 26 November 2021 & 9 December 2021

Before: Employment Judge S Knight

Representation

Claimant: Thomas Ogg (11KBW)
Respondent: Paul Goulding QC (Blackstone Chambers)

JUDGMENT ON REMEDY

1. Pursuant to section 115(1) and 115(2) of the Employment Rights Act 1996 (“**ERA**”) the Claimant shall be re-engaged on the following terms:
 - (1) The employer shall be J.P. Morgan Securities (Asia Pacific) Limited;
 - (2) The employment shall be as a CIB - Equity Derivatives Trader (Single Stocks);
 - (3) The Claimant’s Corporate Title shall be Executive Director;
 - (4) The Claimant’s location of work shall be an office operated by J.P. Morgan Securities (Asia Pacific) Limited, the Respondent, or an associated entity, in Hong Kong;
 - (5) The Claimant’s basic salary shall be £220,000 per annum;
 - (6) The Claimant shall benefit from continuity of employment, with a commencement date of 19 August 2011;

- (7) The Claimant shall benefit from coverage under any international assignment policy (or equivalent) and travel-related support, including support in securing visas consistent with his continuity of employment and his Corporate Title, operated by J.P. Morgan Securities (Asia Pacific) Limited; and
 - (8) The Claimant shall benefit from coverage under the pension scheme and private health insurance scheme operated by J.P. Morgan Securities (Asia Pacific) Limited.
2. Pursuant to section 115(2)(d) of the ERA, the amount payable by the Respondent shall be in accordance with the Schedule to this Order, subject to all such deductions including for tax and national insurance as the Respondent is required by law to make.
3. Paragraphs 1 and 2 of this Order must be complied with by 10 March 2022.
4. The Schedule is to be determined based on written submissions as follows:
 - (1) By 16:00 on 10 December 2021 the Claimant to file and serve confirmation of his calculations of arrears of pay setting out the bases for his calculations;
 - (2) By 16:00 on 13 December 2021 the Respondent shall file and serve a Response to the Claimant's calculations of arrears of pay setting out the bases for their calculations;
 - (3) By 16:00 on 15 December 2021 the Claimant shall file and serve a Reply to the Respondent's Response setting out the bases for his calculations;
 - (4) The parties' positions will be placed before EJ Knight for any disputes to be decided and the Schedule to be finalised.

**Employment Judge Knight
Date 9 December 2021**