



EMPLOYMENT TRIBUNALS

Claimant: Mr Mark Ridyard

Respondent: Howden Joinery Limited

Heard at: Manchester

On: 16 & 17 November 2023

Before: Tribunal Judge Holt (CVP)

REPRESENTATION:

Claimant: In person

Respondent: Ms Sarah Brewis (Counsel)

JUDGMENT

Upon hearing counsel for the Respondent noting that the Claimant left the CVP hearing following Judgment but before submissions on costs and before the final Orders were made:

1. The Claimant's complaint of unfair dismissal (by way of "constructive dismissal") under Part X of the Employment Rights Act 1996 is dismissed.

2. The Tribunal having concluded that the Claimant's conduct falls within Rule 76 (1) (a) and (b) and that it is appropriate to make a costs order against the Claimant:
 - a. By 4pm on Friday 8th December 2022, the Respondent shall send the Claimant a schedule of the costs incurred as a result of the preparation for and attendance at the final hearing.

- b. By 4pm on Friday 7th January 2024, the Claimant shall respond to the Respondent's schedule of costs, indicating whether he contests the quantum of the same. If quantum is disputed, then the Claimant shall by the same date provide the Respondent and the Tribunal with details of his means to pay.
 - c. By Friday 15th January 2024, the parties shall inform the Tribunal as to whether the matter is resolved and if not, whether they require either a determination of the matter on the papers or, alternatively the matter to be relisted as an oral hearing. The case shall in any event be reserved to Tribunal Judge Holt.
3. The parties are encouraged at all times to consider whether negotiation or some other form of ADR might enable them to settle the outstanding costs issue without incurring the further use of Tribunal time.

Tribunal Judge Abigail Holt

17 November 2023

DECISION AND REASONS
SENT TO THE PARTIES ON

23 November 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.