



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Laidlaw

**Respondent:** Muller UK & Ireland Group LLP

**Heard at:** Bristol (by CVP)

**On:** 20 June 2024

**Before:** Employment Judge Murdoch

## Representation

Claimant: In person

Respondent: Ms Amesu, counsel

# JUDGMENT

JUDGMENT on liability was promulgated on 19 April 2024, followed by written reasons on 6 June 2024 having been requested in accordance with Rule 62(3) of the Employment Tribunals Rules of Procedure 2013. This judgment concerns remedy only.

## Notice pay / breach of contract

1. In respect of the judgment that the complaint of breach of contract in relation to notice pay was well-founded, the respondent is ordered to pay the claimant the sum of **£3,906** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will be taxed upon it as Post Employment Notice Pay.

## Unfair dismissal

2. In respect of the judgment that the claimant was unfairly dismissed, the respondent is ordered to pay the claimant the following:
  - (a) A basic award in the sum of **£1,199**, taking account of a reduction of 30% by reason of contributory fault on the part of the claimant under section 122(2).
  - (b) A compensatory award in the sum of **£3,676** taking account of a reduction of 30% by reason of contributory fault on the part of the claimant under section 123(6).
3. The recoupment regulations apply. The total monetary award for unfair dismissal is £4,875, being the total of the basic and compensatory

awards. The prescribed element is £4,802, and the period to which that element is attributable is between 5/01/2023 to the date of this remedy hearing. The amount by which the monetary award for unfair dismissal exceeds the prescribed element is £73.

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Employment Judge Murdoch  
20 June 2024

JUDGMENT SENT TO THE PARTIES ON  
13 July 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

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.

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