



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Brown

**Respondent:** SSS Engineering Services Ltd

**Heard at:** Cardiff **On:** 15 & 16 July 2024

**Before:** Employment Judge R Harfield

**Representation**

Claimant: Ms Lennon (lay representative)

Respondent: Mr Katz (litigation consultant)

## JUDGMENT

1. The complaint of constructive unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. There will be a separate hearing to determine remedy and the Claimant's preparation time order application. There is a separate case management order relating to that future hearing.
3. The Respondent requested written reasons at the hearing which will follow in due course.

Employment Judge R Harfield

Date 16 July 2024

JUDGMENT SENT TO THE PARTIES ON 18 July 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>