



EMPLOYMENT TRIBUNALS

Claimant: Mr Martin Devaney
Respondent: Midway Care Group Ltd

Heard at: Midlands West Employment Tribunal
By Cloud Video Platform

On: 13th & 14th August 2024

Before: Employment Judge Gidney,

Appearances

For the Claimant: Mr Devaney, acting in person.

For the Respondents: Mr Jagpal, Consultant

JUDGMENT

The Judgment of the Tribunal is that:

1. The claim of constructive unfair dismissal pursuant to s95 Employment Rights Act 1996 is upheld;
2. The total remedy due to the Claimant (basic and compensatory award) is £15,376.84. The recoupment provisions do not apply to this claim.

Employment Judge Gidney

14th August 2024

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 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/>