



EMPLOYMENT TRIBUNALS

Claimant: Mr D Kostakakis

Respondent: Charles Briggs Ltd

Heard at: Cambridge, by video

On: 10th-11th July 2024

Before: Employment Judge Reed

Representation

Claimant: In person

Respondent: Mr Alan Philp, Representative

JUDGMENT

1. The complaint of unfair dismissal is not well founded. The claimant was fairly dismissed.
2. The complaint of breach of contract in relation to notice pay is not well-founded.
3. The claimant is not entitled to a redundancy payment.
4. The complaint relating to unauthorised payments to an employer is not well founded.

Employment Judge Reed

Date: 11th July 2024

JUDGMENT SENT TO THE PARTIES ON
27 August 2024

FOR THE TRIBUNAL OFFICE

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/>