



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr Wilfred Peter Ralten

and

Respondent: Sirane Limited
(In Administration)

HELD AT Birmingham

ON 28 October 2024

EMPLOYMENT JUDGE Choudry

Representation:

For the claimant: In person

For the respondent: No appearance

JUDGMENT

- (1) The claimant's application to amend his claim to include a claim for breach of contract in respect of a 20 per cent reduction in his wages for the months of July, August and September 2024 is granted.
- (2) The claimant's claim for constructive dismissal is well founded and the respondent is order to pay the claimant compensation in the sum of £5,644 as set out in the attached schedule;
- (3) The claimant's claim for breach of contract in respect of a 20 per cent reduction in his wages for the months of July, August and September 2024 is well founded and the respondent is ordered to pay the claimant the sum of £3,250 in respect of the 20% reduction in the claimant's wages for the months of July, August and September 2024.
- (4) The claimant's claim for breach of contract in respect of the respondent's failure to pay for private medical is well founded and the respondent is ordered to pay the claimant the sum of £7,912.45 in respect of the same.

18 October 2024

Employment Judge Choudry

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/>

Schedule

Compensation for unfair dismissal

Basic Award

Claimant's age at EDT - 41 years

Complete years of service at EDT – 8 years

Gross weekly pay - £1,250.00

$8 \times 1 \times £643 = £5,144$

Loss of Statutory rights - £500

Total loss = £5,644.00