



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Brown

**Respondent:** British Telecommunications plc

**Heard at:** Liverpool (by video hearing) **On:** 3 February 2025

**Before:** Employment Judge Aspinall

## Representation

**Claimant:** Mr Liberadzki (Counsel)

**Respondent:** Ms Jervis (Counsel)

# JUDGMENT

## The judgment of the Tribunal is:

1. The claimant's complaint of constructive unfair dismissal succeeds.
2. The claimant's complaint of breach of contract wrongful dismissal succeeds in that his employer shortened his notice period and paid him in lieu of notice without a pay in lieu of notice clause. The Tribunal found that the claimant was paid the three months notice pay to which he was entitled.
3. The claimant's complaint that the respondent had failed to provide him with an up to date written statement of particulars at the time he started this claim succeeds.

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This judgment has been approved for promulgation by  
Employment Judge Aspinall

Date: 5 February 2025

JUDGMENT SENT TO THE PARTIES ON

Date: 20 February 2025

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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](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/>