



# EMPLOYMENT TRIBUNALS

**Heard at:** London South                      **On:** 10 to 13 March, and 2 April  
2025

**Claimant:** Mr J Atkinson

**Respondent:** SGN Contracting Limited

**Before:** Employment Judge Ramsden

**Representation:**

**Claimant** In person

**Respondent** Miss Quigley, Counsel

## JUDGMENT

1. Each of the Claimant's complaints that:
  - a) He was constructively unfairly dismissed by the Respondent;
  - b) He is owed pay in lieu of the holiday that he had accrued but not taken on the termination of his employment;
  - c) He was wrongfully dismissed and is owed notice pay; and
  - d) The Respondent made unauthorised deductions from his wages, or alternatively breached his contract of employment by the amount he was paid, in respect of a period of sick leave when the Claimant was not paid in full when he says he should have been,is not well-founded and is dismissed.
2. The counterclaim brought by the Respondent is well-founded, and the Claimant is ordered to pay the following sums to the Respondent:
  - a) £1,009.28 in respect of company sick pay claimed by and paid to him; and
  - b) £5,625.42 in respect of Respondent property which the Claimant did not return on the termination of his employment,

so **£6,634.70** in aggregate.

Employment Judge **Ramsden**  
Date **2 April 2025**

JUDGMENT SENT TO THE PARTIES ON  
**4 April 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.

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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/>