



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Richard Cooke

**Respondent:** Seven Resourcing Limited

**Heard at:** Bury St Edmunds (by CVP)

**On:** 7 July 2025

**Before:** Employment Judge McCooey

## REPRESENTATION:

**Claimant:** Mr Sammour (Counsel)

**Respondent:** Mr Randle (Counsel)

# JUDGMENT

By consent, the judgment of the Tribunal is as follows:

## Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by **25%** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£12,538.50**.
  - (b) A compensatory award of **£60,000**.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

## Wages

4. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period November 2023 to January 2024.
5. The respondent shall pay the claimant **£87,473.64**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance. That figure is comprised of:
  - 2.1.1 Bonus Payments: £87,179.22
  - 2.1.2 Car Allowance Deduction: £294.42.

## Wrongful dismissal

6. The complaint of breach of contract in relation to notice pay is well-founded.
7. The respondent shall pay the claimant **£19,107.30** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

## Costs

8. The parties have reached agreement on the issues of costs.
9. The respondent agrees to pay the claimant **£50,000** in costs pursuant to Rule 76(1)(d) of the Employment Tribunal Procedure Rules 2024.

## Payment

10. All damages and costs awarded in this Judgment must be paid to the claimant within 28 days.

Approved by:

**Employment Judge McCooey**

**7 July 2025**

JUDGMENT SENT TO THE PARTIES ON

6 August 2025

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FOR THE TRIBUNAL OFFICE

## **Notes**

All judgments (apart from judgments under Rule 50) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)