EMPLOYMENT TRIBUNALS

Claimant: Mr J Gill

Respondent: John Lewis plc

Heard at: Reading Employment Tribunal **On:** 23 & 24 March 2026

Before: Employment Judge George

REPRESENTATION:

Claimant: Mr G Gill, claimant's brother
Respondent: Mr C McDevitt, counsel

JUDGMENT

1. The wrongful dismissal claim (claim for notice pay) is not well founded and is dismissed.

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.

3. There is a **100** % chance that the claimant would have been fairly dismissed in any event.

4. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by **50%**.

5. It is just and equitable to reduce the basic award payable to the claimant by **50**% because of the claimant's conduct before the dismissal.

6. The respondent shall pay the claimant the following sums:

   (a) A basic award of **£3,675.00**.

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

Approved by:

Employment Judge George

24 March 2026

Judgment sent to the parties on:

11 May 2026

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For the Tribunal:

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Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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.

If written summary reasons are requested, written full reasons may be provided; if they are provided they will be placed online.

If written summary reasons are provided, written full reasons will not be provided unless requested by either party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons. If written full reasons are provided, they will be placed online.

All judgments (apart from judgments under Rule 51) 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/