



# EMPLOYMENT TRIBUNALS

**Claimant:** Philip Lohan

**Respondent:** Brontel Limited (in creditors' voluntary liquidation)

**Heard at:** Leeds Employment Tribunal (by video link)

**On:** 8 and 9 June 2026

**Before:** Employment Judge Elliott

**Representation:**

**Claimant:** Rose Macaulay, counsel

**Respondent:** did not attend

## JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was employed by the respondent from 6 April 2011 until his dismissal with effect from 25 August 2025.
2. The complaint of breach of contract in relation to notice (wrongful dismissal) is well-founded.
3. The respondent shall pay the claimant **£9,230.78** 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. The initial figure given in the hearing, of £7,692.32, has been uplifted to reflect the ACAS Code adjustment below.
4. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
5. There is a 95% chance that the claimant's employment would have ended in any event no later than six months after it did end, either through his resignation or through a fair dismissal following escalating warnings and/or relationship breakdown.

6. 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 20% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
7. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£10,425.50**.
  - (b) A compensatory award of **£21,659.11**.

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

**Approved by:  
Employment Judge Elliott  
9 June 2026**

**Note**

Summary reasons for the judgment were given orally at the hearing. Written summary or full reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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CC: Secretary of State for Business and Trade