



EMPLOYMENT TRIBUNALS

Claimant: Robert Ashwell
Respondent: Sonus Public Relations Limited
Heard at: Manchester
On: 3 June 2026
Before: Employment Judge Liz Ord

Representation:

Claimant: In person
Respondent: Not attending

JUDGMENT

1. The complaint of whistleblowing detriment is well founded and succeeds.
2. The complaint of wrongful dismissal is well founded and succeeds.
3. The complaint of constructive unfair dismissal is well founded and succeeds.
4. The respondent is ordered to pay the claimant the sum of **£71,051.82** calculated as follows:
 - £20,000 for injury to feelings for whistleblowing detriment.
 - £3,547.60 net for 3 weeks' notice pay for wrongful dismissal.
 - The following sums for constructive unfair dismissal:
 - Basic Award: £2,100 gross (2 years x 1.5 x £700)
 - Compensatory Award:
 - Loss of net earnings to remedy hearing: £114,458.04 (1.7.2024 – 3.6.2026)
 - Loss of employer pension contributions to remedy hearing: £4,926.60 (7.6.2024 – 3.6.2026)

- Minus mitigation net earnings and pension contributions to remedy hearing: £101,010.21 (17.6.2024 – 3.6.2026)
 - Future loss of earnings and pension contributions: £10,812.36 (52 weeks x (199.56 + 8.37))
 - ACAS uplift of 25% on balance: £7,296.70
 - Loss of statutory rights: £500
- Injury to feelings award of £20,000 and £30,000 of the other awards are tax free; Gross up the balance of the other awards to reach a total for other awards of £51,051.82.
5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply as the claimant did not claim any benefits.

Employment Judge Liz Ord

Date 3 June 2026

JUDGMENT SENT TO THE PARTIES ON

9 July 2026

FOR THE TRIBUNAL OFFICE

1. Note
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. If full written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches. Summary written reasons will not be displayed on line.
2. Public access to employment tribunal decisions
Judgments and full written reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2404668/2024**

Name of case: **Robert Ashwell** v **Sonus Public Relations Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 9 July 2026

the calculation day in this case is: 10 July 2026

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:

www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.