



EMPLOYMENT TRIBUNALS

Claimant: Mr Morriss
Respondent: Leidos Industrial Engineers Limited
Heard at: London East Hearing Centre (by CVP)
On: 5 August 2026
Before: Employment Judge Howden-Evans
Members: Ms M Legg
Mr L O'Callaghan

Representation:
For the Claimant: In person
For the Respondent: Ms Bates, Counsel

JUDGMENT

The tribunal's unanimous decision is that:

1. The Claimant has not demonstrated it is necessary in the interests of justice for the Judgment dated 31st July 2024 to be reconsidered. The reconsideration application is dismissed. The tribunal confirms the Judgment of 31st July 2024.
2. The Claimant having previously succeeded with his complaint of constructive unfair dismissal, the tribunal determined remedy as follows:
3. 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.
4. The tribunal did not find the Claimant had caused or contributed to the dismissal by blameworthy conduct.
5. The Respondent shall pay the Claimant the following sums:

5.1 A basic award of £2,469.60.

5.2 A compensatory award of £1,661.04.

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

6. The total amount owed to the Claimant is **£4,130.64** and shall be paid by the Respondent by 4pm on 19th August 2026.
7. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.
8. The Respondent had provided the Claimant with a written statement of employment particulars, so the section 38 Employment Act 2002 is not well founded and is dismissed.

Approved by:
Employment Judge Howden-Evans
Dated: 5 August 2026

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Summary reasons for the judgment having been given orally at the hearing, summary 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 summary oral reasons were given at the hearing, the parties may only request summary written reasons (although the Judge may decide to give full written reasons). If summary written reasons are provided, the parties may request full written reasons within 14 days of the sending of the summary reasons.

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