



EMPLOYMENT TRIBUNALS

Claimant Dr Jared Skey

Respondent Cognisess Limited

Heard at: Bristol (via CVP) **On:** 4th September 2026

Before: Employment Judge David Hughes

Appearances:

Claimant: In-person

Respondent: Not appearing and not represented

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

01. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 10.09.2023 to 09.09.2025.
02. The respondent shall pay the claimant **£78,234.21**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

03. The complaint of breach of contract in relation to notice pay is well-founded.
04. The respondent shall pay the claimant **£14,729.39** 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.

Unfair Dismissal

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

06. The respondent must pay the claimant the following sums:

(a) A basic award of **£3,954,50**;

(b) A compensatory award of **£41,160.83**, being based on the net losses caused to the claimant

The total sum payable to the claimant is therefore **£138,078.93**

Employment Judge David Hughes
Date 04.09.2026

JUDGMENT SENT TO THE PARTIES ON
24 September 2026

Note

Summary Reasons for the decision having been given orally at the hearing, and written summary reasons having been requested orally by the claimant, summary written reasons will be provided in a separate document