



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mr M Griffin

v

**Respondent:**  
HC Construction Group Limited

**Heard at:** London Central (via CVP)

**On:** 27 March 2024

**Before:** Employment Judge Fredericks-Bowyer

## Appearances

For the claimant: In person

For the respondent: Mr D Brewin (Director for the respondent)

## JUDGMENT

1. The claimant was employed by the respondent.
2. The claimant was constructively dismissed by the respondent when he resigned in response to the failure to pay him. The respondent must pay him the following awards –
  - 2.1. Basic award - £4,822.50;
  - 2.2. Compensatory award - £2,770.40
3. The claimant is entitled to 3 months' payment in lieu of notice and it is ordered the respondent pays him the sum of £17,630.96.
4. The claimant suffered unlawful deductions to his wages from March 2023 to July 2023 and it is ordered the respondent makes a net payment to him in the sum of £23,214.36, having accounted for tax and deductions prior to that payment.
5. The respondent failed to pay the claimant's car allowance and expenses, during employment, in the sum of £1,708.73.
6. The claimant makes no claim covering a period beyond the end of his notice period, so no recent or future losses are covered.
7. The **grand total** which the respondent must pay to the claimant is **£50,147.01**.

8. There is no order as to costs in this hearing\*

**Employment Judge Fredericks-Bowyer**

27 March 2024

Sent to the parties on:

9 April 2024

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For the Tribunal Office:

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**Note:**\* If the claimant wishes to pursue an application to try to recover the legal costs mentioned in the hearing, then he should make a separate application by writing to the Tribunal and have in mind the test found at Rule 76 Employment Tribunal Rules of Procedure 2013.