



EMPLOYMENT TRIBUNALS

Claimant: Mr P Hanlon

Respondent: Purmo Group (UK) Ltd

HELD AT: Newcastle

ON: 22, 23, 24 and 25
April and 28 May
2024

BEFORE: Employment Judge Aspden
Mr S Carter
Mrs D Winter

REPRESENTATION:

Claimant: In person

Respondent: Mr Webster, solicitor

JUDGMENT

The unanimous judgment of the Tribunal is:

1. None of the following complaints are well founded. The complaints are dismissed.
 - a. The claim for damages for breach of contract relating to pay from January 2022.
 - b. The complaints that the respondent made unlawful deductions from wages, and or breached the claimant's contract of employment, in relation to sick pay due for December 2022 and January to April 2023.
 - c. The complaint that the respondent made a unlawful deduction from wages, and or breached the claimant's contract of employment, in relation to pay due from 18 April 2023.
 - d. The complaints that the respondent harassed the claimant, in contravention of the Equality Act 2010, by failing to pay the amounts properly payable to him in respect of sick pay between December 2022 and April 2023 and wages from 18 April 2023.
 - e. The complaint that the respondent harassed the claimant, in contravention of the Equality Act 2010, by failing to review his pay in February 2023.

- f. The complaint of unfair dismissal.
2. The other complaints made under the Equality Act 2010 are struck out because the tribunal does not have jurisdiction to determine them as they were brought outside the time limits in section 123 of the Equality Act 2010.

Employment Judge Aspden

Date 28 May 2024

Notes

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.

Public access to employment tribunal decisions

Judgments and 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>