



EMPLOYMENT TRIBUNALS

Claimant: Mr L Potter

Respondents: 1. Ideal 365 Limited
2. Ideal Workwear 365 Limited

Heard at: Manchester

On: 7-11 March 2022

Before: Employment Judge McDonald
(sitting alone)

REPRESENTATION:

Claimant: Mr J Jenkins of Counsel

Respondent: Mr J Boyd of Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal succeeds.
2. The compensation it is just and equitable to award by way of a compensatory award under s.123(1) of the Employment Rights Act 1996 is £0.
3. It is just and equitable to reduce the basic award to £0 under s.122(2) of the Employment Rights Act 1996.
4. The claimant's claim that the failure to pay him a bonus for 2019-2020 was an unlawful deduction from wages and/or a breach of contract fails and is dismissed.

Employment Judge McDonald

Date: 11 March 2022

JUDGMENT SENT TO THE PARTIES ON
14 March 2022

FOR THE TRIBUNAL OFFICE

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.