



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr D Gouldthorpe
(2) Mr B Marples
Respondent: Ford Windows Limited
Heard at: Sheffield On: 23rd February 2017
Before: Employment Judge Lancaster

Representation

Claimants: In person
Respondent: Mr P Shackley

JUDGMENT

1. The Claimants were each unfairly and wrongfully dismissed.
2. The Respondent is ordered to pay to the Claimants the following sums:
 - 2.1 First Claimant (Mr D Gouldthorpe)
 - 2.1.1 Basic award for unfair dismissal (reduced by 90 per cent because of contributory conduct) £484.00
 - 2.1.2 Compensatory award for unfair dismissal Nil
 - 2.1.3 Damages for breach of contract (wrongful dismissal without notice) £1650.00
 - 2.1.4 Uplift of 5 per cent on the damages for breach of contract because of an unreasonable failure to comply with the ACAS Code of Practice on dismissal £82.50
£2,216.50
 - 3.1 Second Claimant (Mr B Marples)
 - 3.1.1 Basic award for unfair dismissal (reduced by 90 per cent because of contributory conduct) £308.00
 - 3.1.2 Compensatory award for unfair dismissal Nil
 - 3.1.3 Damages for breach of contract (wrongful dismissal without notice) £1650.00

Cases: 1801834/16 & 1801835/16

3.1.4 Uplift of 5 per cent on the damages for breach of contract because
of an unreasonable failure to comply with the ACAS Code of Practice
on dismissal £82.50
£2,040.50

4. The Respondent is also ordered to pay to each Claimant costs in the sum of £30.00 to
reimburse them for the part of the issue fee paid

Employment Judge Lancaster

Date: 24 February 2017

Sent on 3 March 2017