



EMPLOYMENT TRIBUNALS

Claimant: Mr P Blanchfield

Respondent: Kingston University Services Company Limited

Heard at: LONDON SOUTH **On:** 26 July 2017

Before: Employment Judge Siddall

Representation

Claimant: In person

Respondent: Ms A Ahmad, Counsel

JUDGMENT ON REMEDY

1. By consent, the Claimant is awarded the sum of £1946.24 (gross) by way of damages for breach of contract, in relation to notice pay
2. In relation to the claim for unfair dismissal, the Claimant is awarded a basic award of £1439.52 (the total basic award having been reduced by fifty percent in accordance with section 122(2) of the Employment Rights Act 1996). No compensatory award is awarded.

REASONS

For the reasons set out in the reserved Judgment on liability dated 1 June 2017, no compensatory award is made. The Claimant is entitled to a basic award but again in light of the reserved liability judgment, this has been reduced by fifty per cent on the basis of his conduct, which contributed to his dismissal, in accordance with section 122(2) of the Employment Rights Act 1996.

Having made an order at the hearing this morning that the Respondent should reimburse the Claimant the tribunal fees he has paid amounting to £1200, I have now seen the Supreme Court judgment handed down in the case of *R on the application of Unison v Lord Chancellor*. As a result I understand that the fees paid will be reimbursed by the Ministry of Justice and there is no need for reimbursement. I have therefore reconsidered this part of my judgment upon my own initiative and have revoked that award.

Employment Judge Siddall

Date 26 July 2017