

RM



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Barthram  
**Respondent:** Cityprint (UK) Limited

**Heard at:** East London Hearing Centre  
**On:** 18 & 19 January 2018  
**Before:** Employment Judge R Barrowclough

**Representation**

**Claimant:** Mr A Angir (Lay Representative)  
**Respondent:** Mrs G Kilcoyne (Head of HR)

## JUDGMENT

The judgment of the Tribunal is that:-

1. The Claimant was unfairly dismissed by the Respondent. The Respondent is ordered to pay the Claimant compensation as follows:

**Basic Award**

3 x £375.99 (weekly gross pay) £ 1,127.97

**Compensatory Award**

(a) 28 x £304.97 (weekly net pay) £ 8,539.16

(21 June 2017 to 4 January 2018)

(b) 13 x £154.97

(Continuing Weekly Loss 4 January to 4 April 2018) £ 2,014.61

**£10,553.77**

Less: 1 day's pay – Hire Station	<u>£ 75.00</u>
Total Loss of Earnings =	£10,478.77
(c) Loss of Statutory Rights	<u>£ 300.00</u>
Total Compensation to be paid	<u>£11,906.74</u>

2. The Recoupment Regulations apply. The prescribed element period is 1 July 2017 to 19 January 2018; the prescribed sum is £8,239.16.

Employment Judge Barrowclough

23 January 2018