



EMPLOYMENT TRIBUNALS

Claimant: Mr J Cranidge-Phillips

Respondent: Valley Supported Living

HELD AT: Manchester **ON:** 12 January 2018

BEFORE: Employment Judge Franey (sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Did not attend (Response not Received)

REMEDY JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent is ordered to pay the claimant the gross sum of **£4,344.50** unlawfully deducted from his pay.
2. The respondent is ordered to pay damages to the claimant in the sum of £1,066.62 equivalent to net pay for his notice period of four weeks, uplifted by 10% because of an unreasonable failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015, so that the amount payable is **£1,173.28**.
3. The respondent is ordered to pay to the claimant the sum of **£8,000.00** as compensation for injury to feelings resulting from detriment in employment on the ground of a protected disclosure.

4. The respondent is ordered to pay to the claimant compensation for unfair dismissal calculated as follows:

Basic Award	£2,882.28
Compensatory Award	
Past losses	£5,791.71
Loss of statutory rights	£ 500.00
Future Losses	£10,555.48
10% ACAS Uplift	<u>£1,684.72</u>
Total	£21,414.19

5. The recoupment regulations do not apply.
6. The total amount payable by the respondent to the claimant under this judgment is

Unpaid wages	£4,344.50
Notice Pay	£1,173.28
Protected Disclosure Detriment	£8,000.00
Unfair Dismissal	<u>£21,414.19</u>
Total	£34,931.97

Employment Judge Franey

12 January 2018

JUDGMENT SENT TO THE PARTIES ON

18 January 2018
AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

Note

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2420752/2017

Name of case: Mr J Cranidge- v Valley Supported Living
Phillips

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 18 January 2018

"the calculation day" is: 19 January 2018

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office