



# EMPLOYMENT TRIBUNALS

**Claimant:** Joseph Regan

**Respondent:** Iain Harrison T/A Castle Carpets Karndean Centre

**Heard at:** Teesside Justice Centre, Middlesbrough

**On:** 30 November 2017

**Before:** Employment Judge A.M.S. Green

## Representation

Claimant: Mr McDermott - Consultant

Respondent: Mr Cameron – Consultant

# JUDGMENT

1. The Respondent unfairly dismissed the Claimant pursuant to Employment Rights Act 1996, section 104 and shall pay him £1,718.51 as is just and equitable by way of a compensatory award (30 hours plus 4.5-hour overtime per week at an hourly rate of £4 from 23 February 2017 until 22 March 2017 and thereafter £5 per hour until 13 April 2017). No basic award is payable. His loss of earnings from the date of dismissal (13 April 2017) to the date of the hearing (30 November 2017) is £6,761.50 and from this are deducted his post dismissal earnings of £5,042.99.
2. The Respondent has unlawfully made deductions from the Claimant's wages pursuant to Employment Rights Act 1996 section 13 and shall pay the Claimant £50.
3. The Respondent shall pay the Claimant £135, being 4 days' accrued holiday pay 2 days (7.5 hours @ £4 per hour) and 2 days

(7.5 hours @ £5 per hour) as agreed between the parties.

Employment Judge Green

Date 30 November 2017

JUDGMENT SENT TO THE PARTIES ON

6 December 2017

P Trewick  
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.