



EMPLOYMENT TRIBUNALS

Claimant: Mr S Mellish

Respondent: The Pinhoe Social Club appearing by its Committee namely:
Mrs J Dorothy, Mr A Hill, Mr R McGuigan, Mr Peter Gascoigne, Mr N Allum, Mr M Day, Mr J Davies, Mr D Kirk, Mr P Martin and Mr J Mitcheson

Heard at: Exeter **On:** Thursday 15 February 2018

Before: Employment Judge Matthews

Representation:

Claimant: In Person

Respondent: Mrs J Dorothy – Club Committee Chairman

JUDGMENT

1. Mr Mellish was unfairly dismissed.
2. Had the Respondent followed a fair procedure there is a 100% chance that Mr Mellish would have been dismissed fairly and within the same timescale.
3. The Respondent is ordered to pay to Mr Mellish unfair dismissal compensation totalling £2,109 comprising a basic award of that sum.
4. The recoupment regulations do not apply.

Schedule of Calculations

Mr Mellish was aged over 41 at all material times.

Mr Mellish's gross weekly pay was £351.50.

Basic Award

4 (complete years' service) x £351.50 x 1.5 (age factor) = £2,109

Employment Judge Matthews

Date:- 15th February 2018

JUDGMENT SENT TO THE PARTIES ON

7th March 2018

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FOR THE TRIBUNAL OFFICE