



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Lowe  
**Respondent:** Metropes (Metals) Limited  
**Heard at:** Lincoln  
**On:** Wednesday, 11 April 2018  
**Before:** Employment Judge Blackwell (sitting alone)

**Representation:**

**Claimant:** In Person  
**Respondent:** Respondent did not attend

## JUDGMENT ON REMEDY

This is a Remedy Judgment pursuant to a Liability Judgment sent to the parties on 16 January 2018

1. In respect of unfair dismissal, the following are awarded:-
  - (a) The basic award calculated as follows: 4 years continuous employment x 1½ x statutory maximum £489.00 = £2,934.00
  - (b) Compensatory award of £9,023.35
2. The claim of a failure to pay notice pay also succeeds, and the Respondent is ordered to pay to the Claimant damages in the net sum of £1,972.00.
3. In respect of the claim for holiday pay, the Respondent is ordered to pay to the Claimant the sum of £295.80.
4. In respect of the claim of unlawful deduction from wages, the Respondent is ordered to pay to the Claimant the sum of £379.52.
5. In total therefore, the Respondent is ordered to pay to the Claimant the sum of £14,604.87.

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Employment Judge Blackwell  
Date: 18 April 2018

JUDGMENT SENT TO THE PARTIES ON

23 April 2018

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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.