



EMPLOYMENT TRIBUNALS

Claimant: Mr R Riks

Respondent: Sticks and Broth (Bristol) Ltd

Heard at: Bristol **On:** 22 March 2018

Before: Employment Judge Mulvaney

Representation

Claimant: In person

Respondent: No appearance entered and did not attend

JUDGMENT ON REMEDY

Judgment on liability having been given in favour of the claimant on the 4 January 2018, the Tribunal made the following awards to the claimant in respect of his claims:

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|----|--|--------|
| 1. | Redundancy Payment: | £1,440 |
| 2. | Notice Pay 3 weeks @ £390: | £1,170 |
| 3. | Holiday Pay 2.44 days: | £ 190 |
| 4. | Failure to provide statement of terms of employment
4 weeks @ 390 | £1,560 |
| 5. | Unfair Dismissal | |

Basic Award – extinguished by redundancy payment

Compensation

Loss of earnings from end of notice period to date of hearing

25 weeks @ 390:	£9,750
Less income received	<u>£ 856</u>
	£ 8,894

Future loss of earnings

26 weeks @ £410	£10,660
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Loss of statutory rights	<u>£ 500</u>
Total compensation	£20,054
25% uplift for failure to follow ACAS code	<u>£ 5,013.50</u>
Unfair dismissal Total Award	£25,067.50
Statutory cap applies based on 12 months <u>gross</u> earnings 52 x £480:	£24,960.00
Grand Total	<u>£29,320.00</u>

The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge

Date_____

SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the decision 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.