



EMPLOYMENT TRIBUNALS

Claimant: Mr B Schofield

Respondent: A1 Streamline Road Markings Limited

Heard at: Manchester

On: 26 March 2018

Before: Employment Judge Ross

REPRESENTATION:

Claimant: In person

Respondent: Mr L Schofield, Works Manager

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed for procedural reasons.
2. I award the claimant a compensatory award in the sum of £911.10. This includes an uplift of 50% for failure to follow the ACAS Code of Practice. It takes into account the principle in **Polkey v A E Dayton Services Limited**. There is no basic award because the claimant has received a redundancy payment of the same amount.
3. The Employment Protection (Recoupment of Benefit) Regulations 1996 do not apply.

4. The compensation of £911.10 is payable by the respondent to the claimant within 14 days of the date of this judgment.

Employment Judge Ross

Date 28 March 2018

JUDGMENT SENT TO THE PARTIES ON
6 April 2018

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2404382/2017

Name of case: Mr B Schofield v A1 Streamline Road Markings Ltd

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: 6 April 2018

"the calculation day" is: 7 April 2018

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office