



EMPLOYMENT TRIBUNALS

Claimant: Mr S Singh

Respondent: Wickes Building Supplies Limited

Heard at: Leeds

On: 31 July 2018

Before: Employment Judge D N Jones

REPRESENTATION:

Claimant: Mr I Sram, Counsel

Respondent: Mrs R Dawson, Solicitor

JUDGMENT ON REMEDY

1. The respondent shall pay compensation to the claimant for his unfair dismissal in the sum of £8,981.69 comprising a basic award of £5,012.25 and a compensatory award of £3,969.44.
2. The recoupment provisions do not apply.
3. The respondent shall pay to the claimant the sum of £207.50 in respect of holiday pay entitlement.
4. The respondent shall pay to the claimant £978.00 being two weeks' pay for a failure to provide him with written terms and particulars of employment.

SCHEDULE

Basic Award (having been reduced by 50% for conduct)	£5,012.25
Compensatory Award	
From 21 July 2017 to 18 September 2017 being ten weeks @ £369 for ten weeks =	£3,690.00
From 28 September 2017 to 1 December being nine weeks @ £92.08 (£369 - £276.92) =	£828.92
From 1 December 2017 to 3 September 2018	

being 39 weeks at £138.08 (£415 - £276.92) =	£5,385.12
3 September 2018 to 3 March 2019 being 26 weeks @ £119 =	£3,094.00
Loss of share profit	£886.28
Loss of statutory rights	£500.00
Expenses in finding employment	<u>£50.00</u>
Subtotal	£14,434.32
Less 72.5% of £10,464.88	£3,969.44
2 weeks' pay for failure to provide written particulars	£978.00
2.5 days' holiday pay	£270.50

Employment Judge D N Jones

Date: 7 August 2018

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.