



THE EMPLOYMENT TRIBUNAL

SITTING AT: SOUTHAMPTON

BEFORE: EMPLOYMENT JUDGE EMERTON (sitting alone)

BETWEEN:

Mr A Burch
Claimant

AND

Medi 4 Ambulance Services Limited
Respondent

ON: 22 January 2019

APPEARANCES:

For the Claimant: In person
For the Respondent: Was not represented (response not received)

REMEDY JUDGMENT

Following Rule 21 liability judgment

The judgment of the tribunal is as follows:

1. The remaining claim before the tribunal (to which the rule 21 liability judgment related) was one of automatically unfair dismissal for making a protected disclosure under section 103A of the Employment Rights Act 1996.
2. The tribunal declares that the claimant was unfairly dismissed.
3. Basic Award for unfair dismissal: The claimant is not entitled to a basic award.
4. Compensatory award for unfair dismissal:
 - a. The tribunal calculates that the compensatory award which would otherwise be payable is £35,822.00.
 - b. The respondent unreasonably failed to comply with the applicable ACAS Code of Practice. The tribunal considers it just and equitable to increase the compensatory by 10%.

- c. The respondent is therefore ordered to pay the claimant the sum of £39,404.20.
5. The Recoupment Regulations do not apply.

Employment Judge Emerton

Date 22 January 2019

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.