



EMPLOYMENT TRIBUNALS

Claimant: Mr D Gardner

Respondent: FTL Seals Technology Limited t/a FTL Technology

Heard at: Leeds

On: 6 February 2019

Before: Employment Judge D N Jones

REPRESENTATION:

Claimant: In person

Respondent: Miss A Smith of Counsel

JUDGMENT ON REMEDY

1. The respondent shall pay compensation to the claimant in respect of the unfair dismissal in the sum of £7,412.93 comprising a basic award of £1,561.72 and a compensatory award of £5,851.21. The recoupment provisions do not apply. The sums awarded are set out in the schedule attached.

2. The application of the claimant for a preparation time order is dismissed as the Tribunal is not satisfied that there was unreasonable or abusive conduct by the respondent in its conduct of these proceedings, and the threshold in rule 70 is not met.

Employment Judge D N Jones

Date 7 February 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.

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.

SCHEDULE
Compensation for Unfair Dismissal

Basic Award

Weekly pay (including benefits) of £433.81 for six years (claimant aged 39 years at effective date of termination) £2,602.86

Less 40% for conduct £1,041.44

£1,561.72

Compensatory Award

Loss of earnings at the full rate of £433.81 for eight weeks (11 April 2018 to 29 May 2018 and 20 July 2018 to 2 August 2018) £3,470.48

Differential loss of earnings for:

Eight weeks @ £96.85 (29 May 2018 to 20 July 2018) £774.80

27 weeks from 2 August 2018 to 6 February 2019 (date of hearing) at £59.41

£1,604.07

Subtotal loss of earnings to date £5,849.35

Future loss of earnings for 26 weeks @ £59.41 £1,544.66

Loss of bonus at 75% of 15% of salary after deductions for tax and national insurance £1,858.00

Loss of statutory rights £500.00

Subtotal £9,752.01

Less 40% £3,899.60

£5,851.21