



EMPLOYMENT TRIBUNALS

Claimant
Mr L Martin

Respondent
Interphone Ltd

v

Heard at: Watford

On: 18th & 19th February 2019

Before: Employment Judge Alliot

Appearances

For the Claimant: In person.
For the Respondent: Mr Peter Maratos (Consultant)

JUDGMENT

The Judgment of the Tribunal is:

1. The claimant's claim of unfair dismissal is well founded.
2. The respondent is ordered to pay the claimant the total sum of £1,801.87.
3. The sum of £1,801.87 is calculated as follows:

3.1 Basic award:	
3 x £489 = £1,467 reduced by 50%	
Contribution	£ 733.50
3.2 Compensatory award:	
2 weeks @ £796.28 = £1,592.56	
Loss of statutory rights = £350.00	
Contribution	£1,942.50
10% uplift for unreasonable	
Failure to apply ACAS code	<u>£ 194.25</u>
	£2,136.75
Reduced by 50% contribution	<u>£1,068.37</u>
The total monetary award is	<u>£1,801.87</u>

The prescribed element is £ 875.91
(£1,592.56 + 10% ÷ 2)

The prescribed period is 23rd March – 6th April 2018 (2 weeks)
Amount monetary awards exceeds prescribed element £925.96

4. The claimant's claim for unlawful deduction of wages breach of contract is dismissed.

Employment Judge Alliot

Date: 11 April 2019

Sent to the parties on: 18 April 2019

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For the Tribunal Office