



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Barrett

**Respondent:** Daher Aerospace Limited

**Heard at:** Sheffield **On:** 17 April 2019

**Before:** Employment Judge Little  
Ms S D Sharma  
Mr L Priestley

## REPRESENTATION:

**Claimant:** In person (accompanied by PSU volunteer)  
**Respondent:** Mrs J Darling, HR Manager

# JUDGMENT

The unanimous judgment of the Tribunal is that:-

1. The claimant's dismissal was wrongful because the respondent did not fully comply with its own disciplinary policy and procedure.
2. The measure of damages is three weeks' net pay as that is the Tribunal's assessment of the length of time it would have taken to fully comply with the procedure. Consequently the claimant is awarded the sum of £1,026.00 and the further sum of £68.40 (representing additional holiday entitlement which would have accrued during the three week period). Accordingly the total for damages is £1,094.40.
3. The complaint brought under the Employment Relations Act 1996 section 11 fails because the claimant did not request to be accompanied at the disciplinary hearing.

Employment Judge Little

Date 18<sup>th</sup> April 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.

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