



# THE EMPLOYMENT TRIBUNALS

BETWEEN

*Claimant*

*Respondent*

Mr Barry Nelson

Hayes GFS Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: North Shields

On: 2 May 2018

Before: Employment Judge A M Buchanan

### *Appearances*

For the Claimant: In person

For the Respondent: Mr Stephen Skinner – Managing Director

## JUDGMENT ON REMEDY

It is the judgment of the Tribunal that:-

1. The respondent is ordered to pay to the claimant the sum of £16708.40p compensation for unfair dismissal pursuant to section 118 of the Employment Rights Act 1996. This comprises a basic award of £1976.00p and a compensatory award of £14732.40p. The compensatory award includes an award of two weeks' pay pursuant to section 38 of the Employment Act 2002 and an award of two weeks' pay pursuant to section 93 of the 1996 Act and an uplift of 25% pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 and section 124A of the 1996 Act.
2. The total sum due from the respondent to the claimant of £16708.40p is payable by the respondent forthwith.
3. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.
4. There will be no award for wrongful dismissal as that loss is included in the compensatory award for unfair dismissal and to make any further award would amount to double recovery.

5. There will be no award for a redundancy payment as the claimant was not dismissed by reason of redundancy.

6. There will be no award for unpaid holiday pay as the claimant accepted no sums were owing.

EMPLOYMENT JUDGE A M BUCHANAN

JUDGMENT SIGNED BY EMPLOYMENT

JUDGE ON 2 May 2018

**NOTES:**

1. Reasons for the judgment having been given orally at the hearing, written reasons will not be given unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of this written record of the decision.

**Public access to employment tribunal decisions**

2. All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant and the respondent in a case.