



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Hardy

**Respondent:** GRH Food Company Ltd

**Heard at:** Mold **On:** 17 November 2017

**Before:** Employment Judge T Vincent Ryan

## Representation

Claimant: Mr R Bradley, Counsel

Respondent: Mr P Sangha, Counsel

# JUDGMENT

1. This Remedy Judgment is pursuant to a Reserved Judgment sent to the parties on 25 July 2017.
2. Consequence thereto, the respondent shall pay to the claimant £7,604.84 subject to applicable statutory deductions and Recoupment (for the period 19 July 2016 – 11 October 2016). This award is made up as follows:

1 Wrongful dismissal		£1,364.76 (Net)
2 Unfair dismissal		
2.1 Basic award agreed	£2,155.50	
Less deduction for contributory fault 20%	£431.10	
Sub total		<u>£1,724.40</u>
2.2 Compensatory award		
2.2.1 Loss of earnings from 8 August 2016 (end of notice period) – 11 October 2016 (commencement of new employment) weeks at £454.92 p w	£4,094.28 Gross	
2.2.2 Loss of earnings 11 October 2017 to the date of assessment 11	£769.67	

weeks at £69.97 (pay differential)		
2.2.3 Travel expenses 345 mpw at 40p per mile for the period 11 October – 31 December 2017 11 weeks	£1,518.00	
2.2.4 Expenses for looking for work	£55.05	
2.2.5 Loss of statutory rights agreed	£400.00	
Total		<u>£6,837.00</u>
3 The compensatory award of £6,837.00 will be subject to deduction		
3.1 "Polkey" assessed at 20% - £1,367.40		£5,469.60
3.2 Contributory fault assess at 20%		£1,093.92
Total compensatory award		<u>£4,375.68</u>
Total		<u><u>£7,464.84</u></u>

3. Summary

Wrongful dismissal	£1,364.76
Unfair dismissal	
Basic award	£1,724.40
Compensatory award	£4,375.68
Total	£7,464.84

4. The statutory deductions apply in respect of awards declared to be paid at the gross rate above.

5. The claimant received jobseekers allowance following his dismissal and his claim for loss of earnings during the period 19 July 2016 – 11 October 2016 will be subject to the Recoupment provisions.

Employment Judge T Vincent Ryan

Date: 09.01.18

JUDGMENT SENT TO THE PARTIES ON

.....21 April 2018.....

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FOR THE TRIBUNAL OFFICE

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.