



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr Adrian Guzman

v

Orangegg Property Service Limited

## JUDGMENT ON REMEDY

Further to the Judgment on liability having been delivered on the 8 April 2019 and a schedule of loss having been filed the respondent is ordered to pay the total sum of **£14,115.20** to the claimant calculated as follows:

### **Unfair dismissal:**

#### Basic award

8 years continuous service	
8 weeks' pay capped at £489 at date of dismissal	£3912

#### Compensatory award

Claimant's working week before dismissal:

Working hours of 2.5 hours per day as Supervisor	
= 11.15 hours per week paid at £8.33 per hour	
= £374.85 x 12 months	£4,498.20

Working hours of 2 hours per day as cleaner	
= 10 hours per week x 4 = 40 hours a month	
Wage of £7.55 p/h	
= £302 x 12 months	<u>£3,624.00</u>

**£8,122.20**

From January 2019 in his new job the claimant has worked:

5 hours per week x 4 = 20 hours @ £7.83	
= £156.60 per month	

Monthly pay with respondent: £676.85  
Less from new employment: £156.60  
£520.25 x 4 months **£2,081.00**

Total compensatory award: **£10,203.20**

Plus basic award

Total amount payable to claimant **£14,115.20**

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Employment Judge Laidler

Date: .....28.05.19.....

Sent to the parties on: ...12.06.19.....

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For the Tribunal Office