

JB



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

Andrew Speight

Sir Richard Glyn BT

Held at SOUTHAMPTON

On 3 4 and 5 June 2019

BEFORE: Employment Judge Siddall

Representation

For the Claimant: In person

For the Respondent: Mr G Self, Counsel

JUDGMENT

The decision of the tribunal is that:

1. The claim for unfair dismissal is well founded and it succeeds.
2. The Claimant is awarded a compensatory award of £5649.28 (including an award of two week's pay in accordance with section 38 of the Employment Act 2002, amounting to £1000). No basic award is made as the Claimant received a statutory redundancy payment.
3. The claim that the Claimant was unfairly dismissed because he made a protected disclosure is not well founded and it does not succeed.
4. The Claimant is not entitled to an additional sum by way of statutory redundancy payment
5. The claims for unlawful deductions from salary in relation to overtime, weekend working and in relation to fees paid in respect of the Claimant's daughter's education do not succeed and are dismissed
6. It is declared that the Claimant is entitled to payment for accrued annual leave amounting to nine day's pay amounting to £720 net of tax.
7. This award is subject to the recoupment regulations.

8. The total monetary award is £6369.28
9. The amount of the prescribed element is £5649.28
10. The period to which the prescribed element relates is 10 November 2017 to 9 May 2018.
11. The amount by which the total monetary award exceeds the prescribed element is £720.

Employment Judge Siddall

Date: 5 June 2019.

Judgment sent to the parties: 20 June 2019

For the Tribunal Office