



EMPLOYMENT TRIBUNALS

Claimant: Mr B Blake

Respondent: The United Synagogue

Heard at: Watford

On: 4 July and 4 November 2019

Before: Employment Judge Manley

Representation

Claimant: Ms L Kaye, counsel

Respondent: Mr M Sellwood, counsel

JUDGMENT

- 1 The respondent has failed to show a potentially fair reason for dismissal.
- 2 Even if the respondent had shown a potentially fair reason for dismissal, the dismissal was unfair.
- 3 There was no blameworthy conduct on the part of the claimant and no defects in the procedure used by the respondent which, if remedied would have led to his dismissal. No reduction in compensation will be applied.
- 4 The respondent was not entitled to summarily dismiss the claimant as there was no serious misconduct.
- 5 The claimant is awarded the following sums in compensation:-

Basic Award	£6601.50
Compensatory Award	
Loss of earnings from 21 March 2018 to 27 July 2018	£10,268.64
Loss of earnings 26 weeks from 27 July 2018	£3980.86
Loss of statutory rights	£400

- 6 The recoupment regulations apply. The sum to be paid immediately by the respondent is the total of the Basic Award (£6601.50); loss of earnings from 27/7/18 (£3980.86) and loss of statutory rights (£400). This total is £10,982.36.
- 7 The amount to be retained by the respondent, pending the relevant government department confirming the amount of job seekers allowance to be re-paid, is £10,268.64. Upon notification by the relevant government department, expected to be in the region of £300, the balance will be paid to the claimant.

Employment Judge Manley

Date 05/11/2019

JUDGMENT SENT TO THE PARTIES ON

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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.