



EMPLOYMENT TRIBUNALS

Claimant: Mr M Rust
Respondent: Lions Hastings Pier Ltd
Heard at: Ashford Employment Tribunal
On: 29 October 2019
Before: Employment Judge Martin

Representation

Claimant: Mr Foster - Solicitor
Respondent: Mrs Horne – HR Manager

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent
2. The Respondent shall pay to the Claimant a basic award of £713.66
3. The Respondent shall pay to the Claimant a compensatory award of £1,844.73 plus £250 for loss of statutory rights
4. The Reason for dismissal was some other substantial reason justifying dismissal and therefore the ACAS Code of Practice on Discipline and Grievance does not apply and an uplift to the compensatory award is therefore not applicable the dismissal not being attributable to the Claimant's conduct
5. The Claimant was not provided with a statement pursuant to S1 Employment rights Act 1996 and the Respondent shall pay the Claimant £662.16 representing two weeks pay at £331.08 per week
6. The Respondent breached the Claimant's contract of employment by not paying notice and shall pay the Claimant £662.16
7. The Claimant's application for costs succeeds and the Respondent shall pay £1,400 plus VAT to the Claimant.

Case No: 2300404/2019

Oral reasons were given at the conclusion of the hearing and written reasons will only be provided if requested within 14 days of this judgment being sent to the parties.

Employment Judge Martin

Date: 29 October 2019