



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

R Mott

Secure Care UK Limited

Held at LONDON SOUTH

On 7 October 2019

BEFORE: Employment Judge Siddall (Sitting Alone)

Representation

For the Claimant: In person

For the Respondent: Mr S Joshi, Solicitor

JUDGMENT ON REMEDY

The decision of the tribunal is that:

1. The claimant is not entitled to a basic award as he had less than two years' service and was unfairly dismissed contrary to section 103A of the Employment Rights Act 1996;
2. The claimant is awarded a compensatory award of £3934.59 representing the eleven weeks he was unemployed at a weekly average net pay of £715.38 (a total of £7869.18), reduced by fifty per cent to reflect the chance he would have been made redundant in any event;
3. No award for injury to feelings can be made in relation to an unfair dismissal claim;
4. No ACAS uplift is applied as the respondent followed a redundancy process;
5. The application for a preparation time order is refused;
6. The time for compliance for the payment of the sum of money set out in paragraph 2 above is stayed in accordance with regulation 66(b) of the Employment Tribunal Rules of Procedure 2013 pending the issue of a final judgment in an appeal that the respondent has made to the Employment Appeal Tribunal on 2 October 2019.

Employment Judge Siddall
Date: 7 October 2019.