



EMPLOYMENT TRIBUNALS

Claimant: Mr P D Cornish

Respondent: Mr Robert Hancocke

Heard at: Bristol Magistrates Court **On:** 2 December 2019

Before: Employment Judge Oliver

Representation

Claimant: In person

Respondent: In person

JUDGMENT

1. The Claimant was wrongfully dismissed by the Respondent.
2. The Claimant was unfairly dismissed by the Respondent
3. The Respondent is to pay to the Claimant the total sum of £6,453.06 made up as follows:
 - a. Wrongful dismissal (6 weeks' notice pay) - £561.12
 - b. Unfair dismissal
 - i. Basic award - £987.48
 - ii. Compensatory award to date of hearing - £3,086.16
 - iii. Compensatory award for future loss - £374.08
 - c. 25% uplift to wrongful dismissal award and compensatory award for unreasonable failure to follow the Acas Code on Disciplinary Procedures - £1,005.34
 - d. Two weeks' pay for failure to provide written reasons for dismissal - £219.44

Case number: 1401919/2019

- e. Two weeks' pay for failure to provide a written statement of particulars of employment - £219.44

Employment Judge Oliver

Date: 2 December 2019

Judgment sent to parties: 16 December 2019

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 in 14 days of the sending of this written record of decision