



EMPLOYMENT TRIBUNALS

Claimant: Mr K Wildon

Respondent: Varitech Tools Limited

HEARD AT: Nottingham

On: 18 December 2019

BEFORE: Employment Judge Batten

REPRESENTATION:

For the Claimant: Ms C Widdowson, lay representative

For the Respondent: Mr A Raynor, Director

JUDGMENT

The judgment of the Tribunal is that:

1. the claimant's claim of unfair dismissal is well-founded. The respondent is ordered to pay to the claimant compensation in the total sum of **£2,372.10** comprising a basic award of £755.32 and a compensatory award of £1,616.78;
2. The Employment Protection (Recoupment of Job Seeker's Allowance and Income Support) Regulations 1996, SI 1996 No. 2349 apply to the following:
 - (a) *Monetary award:* £2,372.10
 - (b) *Prescribed element:* £1,099.80
 - (c) *Period to which (b) relates:* 3 August 2019 – 18 December 2019
 - (d) *Excess of (a) over (b):* £1,272.30
3. the claim for notice pay succeeds. The respondent is ordered to pay to the claimant the sum of **£549.90** net as damages for the unpaid notice pay due to him; and

4. the claim for holiday pay is dismissed.

Employment Judge Batten
18 December 2019

JUDGMENT SENT TO THE PARTIES ON

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.