



EMPLOYMENT TRIBUNALS

Claimant: Mr A Pahal
Respondent: Secur-it Group Limited

Heard at: Nottingham **On:** 7 February 2020

Before: Employment Judge Rachel Broughton (Sitting alone)

Representatives

Claimant: In Person
Respondent: Mr Wilkinson – Lay Representative

JUDGMENT ON REMEDIES

The Judgment of the Employment Tribunal following the remedy hearing is that the Tribunal has awarded compensation payable by the Respondent to the Claimant for unfair dismissal as follows:

1. Basic Award: Gross pay of £5,502.
2. Compensatory award (including sum for loss of statutory rights of £500 and ACAS uplift of 25%): £5,850.84
3. The Recoupment Regulation apply (see annexe explanation for their effect);
 - I. The Prescribed period :7 March 2019 to 15 May 2019.
 - ii Prescribed Element: **£5,225.84** (compensatory award less sum for loss of statutory rights)
 - iii. Grand Total: £11,352.84
 - iv Balance: **£6,127** (the amount by which the monetary awards exceeded the Prescribed Element)

Employment Judge Rachel Broughton

Date: 7 February 2020

JUDGMENT SENT TO THE PARTIES ON

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AND ENTERED IN THE REGISTER ON

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.