



EMPLOYMENT TRIBUNALS

Claimant Mr A Zandrowicz

Respondent: Amalgamated Construction Limited

HELD AT: Sheffield

ON: 9 and 10 March 2020

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Miss S Firth of counsel

JUDGMENT

Upon the claimant's complaint of unfair dismissal:

1. The respondent unfairly dismissed the claimant.

2. Remedy

2.1. Basic award

(a) By application of section 119 of the Employment Rights Act 1996, the basic award is in the sum of £9,675.

(b) It is just and equitable to make a reduction in the basic award of 75% to reflect the claimant's conduct prior to his dismissal.

(c) The respondent shall therefore pay to the claimant a basic award in the sum of **£2,418.75**.

2.2. Compensatory award

(a) Upon the Tribunal finding that the respondent could have fairly dismissed the claimant on 21 August 2019 there shall be a compensatory award of £5,480. This is made up of seven weeks net pay in the sum of £740 per week together with £300 for loss of the statutory right not to be unfairly dismissed.

- (b) It is just and equitable to reduce the compensatory award by 20% on account of the claimant's conduct which caused or contributed to his dismissal.
 - (c) The respondent shall therefore pay to the claimant a compensatory award in the sum of **£4,384**.
- 3. The total of the basic and compensatory awards in the sum of **£6,802.75** shall be paid by the respondent to the claimant on or before 24 March 2020.

Employment Judge Brain
Date 12 March 2020