



EMPLOYMENT TRIBUNALS (ENGLAND & WALES)

Mr D Wilson
Claimant

V

Case Number: 2202345/2019
Vision Security Group Limited
Respondent

HELD AT: London Central ON: 11/3/2020
Employment Judge: Mr J S Burns
Appearances
For Claimant: In person
For Respondent: No appearance

Judgment

The unfair dismissal claim succeeds

The Respondent shall pay the Claimant forthwith the sum of £26633.80 calculated as follows:

Basic award 3 year's service = 4.5 years x £463.20 =	£2084.20
Loss of statutory rights	£463.20
Compensatory award (1 year's pay)	<u>£24086.40</u>
Total	£26633.80

Reasons

The Respondent had not filed an ET3 and failed to attend the hearing. The Claimant gave sworn evidence confirming the contents of his ET1 and its attachment, which I accept. He was unfairly constructively dismissed. He told me that since his dismissal on 6/4/2019 he has made numerous unsuccessful attempts to obtain another job. He is 63 years of age and has not been provided with any reference by the Respondent. I find that he has made reasonable attempts to mitigate his loss and that he is unlikely to obtain another job before the anniversary of his dismissal, if at all. It is just and equitable in all the circumstances to award him a year's pay as the compensatory award. He is accordingly entitled to the sums shown in the judgment.

Employment Judge Burns
11 March 2020 London Central
Date and place of Order

13/03/2020 _____
For Secretary of the Tribunals

Date sent to the Parties