



EMPLOYMENT TRIBUNALS

Claimant
Mr G Stannard

v

Respondent
Solent Civils Limited

Heard at: Bristol (by CVP)

On: 23 June 2020

Before: Employment Judge Midgley

Appearances

For the Claimant: in person

For the Respondent: Did not attend

JUDGMENT

1. The claimant was an employee of the respondent.
2. The claimant's claims of unfair dismissal, breach of contract in respect of notice pay, and unlawful deduction of wages (including accrued but untaken annual leave) are well founded and succeed.
3. The respondent unfairly dismissed the claimant and failed to pay notice in breach of contract. The respondent made an unlawful deduction from the claimant's wages and failed to pay the claimant agreed that untaken annual leave and is ordered to pay the claimant the following sums:

3.1. Unfair Dismissal

3.1.1.	Basic Award (gross)	£1575
3.1.2.	Compensatory award (net):	
3.1.3.	Loss of Statutory Rights	£500
3.1.4.	Loss of earnings	£65,077.14
3.1.5.	Uplift 25% (section 207A TULRCA 1992)	£16,394.29
3.1.6.	<u>Total given statutory cap</u>	<u>£72,000.00</u>

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3.2.	Unlawful deduction of wages (gross)	£8169.86
3.3.	Accrued but untaken annual leave (gross)	£1065.20
3.4.	Notice pay	Nil ¹

Employment Judge Midgley

Bristol

Dated 25 June 2020

Judgment sent to parties 7 July 2020

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.

¹ loss already compensated for in loss of earnings award