



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S Edwards

v

Hugo Boss UK Limited

Heard at: Birmingham by Skype

On: 30 June 2020

Before: Employment Judge Broughton

Appearances:

For Claimant: In person

Respondent: no appearance

JUDGMENT

Having heard evidence from the claimant and the respondent having failed to enter a response, attend or engage in the tribunal process, the claimant's claim of unfair dismissal succeeds.

The claimant was dismissed on 24 June 2019 and had gross annual earnings of £30,000. I heard that he had 8 years deemed service by arrangement following a break and he received 8 weeks' notice pay. He found alternative employment after 9 weeks but had ongoing losses of basic pay and pension of £275 per month which are likely to continue for another 6 months. He also lost out on monthly commission until the commencement of lockdown and in relation to bonus at the end of 2019. I make the awards overleaf:

Employment Judge Broughton

30 June 2020

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.

Basic award
8 * £525

£4200

Compensatory award

1 week's pay (net)	£ 500
Lost commission 9 * £200	£1800
Lost bonus	£ 720
Lost basic pay 16 * £250	£4000
Loss of statutory rights	£ 500

£7520

Total payable to claimant

£11720
