



THE EMPLOYMENT TRIBUNAL

SITTING AT: SOUTHAMPTON (by CVP video)
BEFORE: EMPLOYMENT JUDGE EMERTON (sitting alone)
BETWEEN:

Mr S Fernandes
Claimant

AND

(1) Liverpool Victoria General Insurance
Group Limited
(2) Liverpool Victoria Friendly Society Limited
Respondents

ON: 20-21 July 2020

APPEARANCES:

For the Claimant: Mr A Crammond (Counsel)
For the Respondent: Ms I Ferber (Counsel)

JUDGMENT

1. The claims against the second respondent are dismissed upon withdrawal.
2. The claimant was given leave to amend his claim to bring a claim of unauthorised deduction of wages.
3. The age discrimination claims are dismissed upon withdrawal.
4. The breach of contract claim is dismissed upon withdrawal.

5. The claim of unauthorised deduction of wages against the first respondent is well founded.
6. The first respondent is ordered to pay the claimant compensation of £60,200.00.
7. This sum may be liable for lawful deductions for tax and national insurance.

Employment Judge Emerton

Date: 21 July 2020

Judgment sent to parties: 24 July 2020

FOR THE TRIBUNAL OFFICE

Note 1:

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.

Note 2:

Covid-19: Final hearing heard remotely by CVP video hearing

The hearing was conducted by the parties attending by video conference (CVP). It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because the parties consented and a face to face hearing was not possible in light of the restrictions imposed by the Health Protection (Coronavirus, Restrictions) (England) (Amendment) (No. 2) Regulations 2020, and it was in accordance with the overriding objective to do so.