



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

V

RESPONDENT

Mr K Gellatly

BPS Dorking Ltd

Heard at: London South
Employment Tribunal

On:

13 July 2020

Before: Employment Judge Hyams-Parish (Sitting alone)

Representation:

For the Claimant: In person

For the Respondent: Mr M Jones (Solicitor)

JUDGMENT

1. The claim of unfair dismissal is well founded and succeeds.
2. The claim of wrongful dismissal (notice pay) is well founded and succeeds.
3. The claim of breach of contract/unlawful deduction from wages (unpaid bonus) is well founded and succeeds in respect of the the contractual bonus, but fails in respect of the discretionary bonus.
4. The basic and compensatory awards in respect of the unfair dismissal claim shall be reduced by 75% on the grounds of contributory fault.
5. The Respondent is ordered to pay the Claimant compensation for the above in the sum of £4,139.68, made up as follows:
 - a. Basic award: £1050.00 (25% of £4200)
 - b. Compensatory award: £125.00 (25% of £500)
 - c. Notice pay: £2339.68
 - d. Bonus: £625.00

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Employment Judge Hyams-Parish
13 July 2020

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.