



EMPLOYMENT TRIBUNALS

JUDGMENT

BETWEEN

CLAIMANT

MR T BARNES

RESPONDENT

TRAVELODGE HOTELS LIMITED

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HELD AT: LONDON CENTRAL

ON: 29-30 JULY 2020

EMPLOYMENT JUDGE: M EMERY

REPRESENTATION:
FOR THE CLAIMANT
FOR THE RESPONDENT

In person
Ms C Urquhart (Counsel)

JUDGMENT

The claim of unfair dismissal is well founded and succeeds.

REMEDY AWARD

1. Basic Award: The claimant's weekly gross wage was £338 and he was age 53 at date of dismissal with five complete years of service.

£338 x 5 x 1.5 =

£2,535

2. Compensatory Award: The claimant's date of dismissal was 29 October 2019 and he started a new role w/c 14 April 2020. I accepted he properly tried to mitigated his loss. His take home pay was £289.93.

£289.93 x 24 = **£6,958.35**

3. The respondent failed to follow a fair dismissal process and an uplift of 20% was awarded on the compensatory award.

£6,958.35 x 20 / 100 = **£1,391.67**

4. Loss of statutory rights: **£500**

5. Employer pension contributions: **£308**

TOTAL AWARD £11,693.02

EMPLOYMENT JUDGE M EMERY

Dated: 7 August 2020

Judgment sent to the parties
On: 10/08/2020

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For the staff of the Tribunal office

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.