



EMPLOYMENT TRIBUNALS

Claimant

Mr M Baker

v

Respondent

Tallington Lakes Land
Limited

Heard at: Cambridge

On: 19 August 2020

Before: Employment Judge Johnson

Appearances

For the Claimant: Mr J Hyland (solicitor)

For the Respondent: Did not attend

REMEDY JUDGMENT

1. The Respondent shall pay the Claimant the sum of **£6870.75** and calculated as follows:
 - a. Breach of Contract (including uplift of 20% in accordance with s207A Trade Union & Labour Relations (Consolidation) Act 1992 ('TULR(C)A')): **£3901.50**
 - b. Basic award for Unfair Dismissal: **£1625.63**
 - c. Compensatory award for Unfair Dismissal (including uplift of 20% in accordance with s207A TULR(C)A 1992): **£1343.62**
2. The recoupment provisions do not apply because there were no benefits claimed by the claimant during the period for which the compensatory award applies.
3. The respondent must pay the total sum of **£6870.75** within **14 days** of the final determination by Employment Appeal Tribunal of the respondent's appeal concerning the judgment of Employment Judge Johnson concerning liability dated 20 December 2019 and made following the full merits hearing which took place on 26 November 2019.
4. For the avoidance of doubt, in the event that the respondent's appeal to the Employment Appeal Tribunal is successful (in whole or in part), this

remedy judgment will take account of the appeal decision and will be varied accordingly.

Employment Judge Johnson

Date: ...19 August 2020.....

Sent to the parties on:.....

.....
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.