



EMPLOYMENT TRIBUNALS

Claimant: Mr D Martin

Respondent: Scot Group Limited t/a Thrifty Car and Van Rental

Heard at: Leeds

On: 26 & 27 October 2020

Before: Employment Judge Maidment

Members: Mrs J Blesic
Mr M Brewer

Representation

Claimant: Mr N Coombes, Solicitor

Respondent: Mr M Dulovic, Counsel EEF Ltd

JUDGMENT

1. The claimant's complaint of unfair dismissal is well founded and succeeds.
2. The claimant was dismissed in breach of contract.
3. The amounts having been agreed between the parties, the respondent is ordered to pay to the claimant the net sum of £1206.32 as damages for breach of contract (notice pay) and, as compensation for unfair dismissal, a basic award of £603.16 and a compensatory award of £4,187.72.
4. The claimant's complaints of race discrimination fail and are dismissed.

Employment Judge Maidment

Date 27 October 2020