



EMPLOYMENT TRIBUNALS

Claimant: Mr C Williams

Respondent: Mr A Gallagher and Mrs D Gallagher (a partnership trading as 'A Gallagher & Son')

Heard at: Cardiff (CVP) **On:** 1 October 2020

Before: Employment Judge Brace

Representation
Claimant: Mr C Williams (Friend)
Respondent: Mr A Gallagher in person

JUDGMENT

The claims of wrongful and unfair dismissal are well founded and succeed.

The Responded is ordered to pay the Claimant the sum of **£3,456.48** based on a week's pay of £335.00 (gross) and £294.74 (net) as follows:

1. Wrongful dismissal: **£1,005** (3 weeks' gross pay).
2. Unfair Dismissal:
Basic Award - **£703.50** (£1,005 with 30% reduction for contributory conduct)
Compensatory Award - **£1412.98** (in respect of net pay for the 6-week period from 7 June 2019 to 20 July 2019 in the sum of £1,768.44 together with £250 for loss of statutory rights with 30% reduction for contributory conduct).
3. Failure to provide a written statement of main terms and conditions: **£335.00**.
4. The Claimant is liable to income tax on the sum at paragraph 1.

Employment Judge R Brace
Dated: 29 October 2020

JUDGMENT SENT TO THE PARTIES ON 30 October 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written

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record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.