



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Dunne

**Respondent:** Lumina Investments Limited

**Heard at:** Cardiff (by CVP)      **On:** 26, 27 November 2020

**Before:** Employment Judge S Moore

**Representation**

**Claimant:** Mr Griffiths, Counsel

**Respondent:** Mr Tudgay, Management Consultant

## JUDGMENT

1. The Claimant's claim for (constructive) automatic unfair dismissal for asserting a statutory right contrary to S104 Employment Rights Act 1996 succeeds.
2. The Claimant's claim for unauthorised deduction from wages contrary to S13 Employment Rights Act 1996 succeeds.
3. The Respondent is ordered to pay the Claimant the following:

Basic award	£7496.97
Compensatory award	£4313.52
Unpaid wages	£2998.78
Unpaid statutory sick pay	£391.35
Unpaid holiday pay	£1876.18
Loss of Statutory Rights	£768.92

Employment Judge S Moore

Date: 27 November 2020

JUDGMENT SENT TO THE PARTIES ON 1 December 2020

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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.

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