



THE EMPLOYMENT TRIBUNALS

Claimant: Mr R Potts

Respondent: J and J Stanley Limited

Heard at: Newcastle (by CVP)

On: 6 November 2020

Before: Employment Judge Beever (sitting alone)

Representation:

Claimant: in person

Respondent: no attendance

JUDGMENT

1. The respondent is ordered to pay to the claimant compensation for unfair dismissal calculated as follows:
 - 1.1. Basic Award - £1,575
 - 1.2. Compensatory Award - £27,713.66
2. The Compensatory Award is comprised of the following sums:
 - 2.1. £500 as to loss of statutory rights
 - 2.2. Compensatory loss to date of hearing, £20,594.28
 - 2.3. Compensatory loss for the period 7 November 2020 to 6 May 2021, £3,004.56
 - 2.4. Uplift by reason of unreasonable failure to comply with ACAS Code of Practice, being 15%, of 2.1-2.3 above - £3,614.82
3. The tribunal declares that the Prescribed Period for the purpose of the recoupment regulations is 6 December 2019 to 6 November 2020 and the Prescribed Amount is £3,560 and the balance of the Compensatory Award payable to the claimant is £24,153.66.
4. The claim of wrongful dismissal is not well founded and is dismissed.

5. The claim in respect of holiday pay is not well founded and is dismissed.

Employment Judge Beever

Date 6 November 2020

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.