



EMPLOYMENT TRIBUNALS

Claimant: Mr A Priddle

Respondent: Trendaset Limited

Heard: by video **On:** 9 December 2020

Before: Employment Judge S Jenkins

Representation

Claimant: Mr J Bromige (Counsel)

Respondent: Mr P Smith (Director)

JUDGMENT

1. The principal reason for the Claimant's dismissal was that he had made protected disclosures, and his claim of unfair dismissal pursuant to section 103A of the Employment Rights Act 1996 therefore succeeds.
2. The Claimant's application for costs is refused.
3. In terms of compensation, the Respondent is ordered to pay the Claimant the following sums:

Compensatory Award:

<i>Prescribed Element</i> ¹ -	£5,054.39
<i>Non-prescribed element</i> ² -	<u>£851.88</u>
<i>Grand Total</i> -	£5,906.27

For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996, the following applies:

- (a) Grand total £5,906.27
- (b) Prescribed element £5,054.39
- (c) Period of prescribed element: 23 January 2020 to 9 December 2020
- (d) Excess of grand total over prescribed element - £851.88

¹ Losses less notice and mitigation for the period 23.01.20 to 9.12.20

² Losses less mitigation for the period 10.12.20 to 05.03.21

Employment Judge S Jenkins

Date: 9 December 2020

JUDGMENT SENT TO THE PARTIES ON 11 December 2020

.....
FOR THE TRIBUNAL OFFICE

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.

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.