



EMPLOYMENT TRIBUNALS

Claimant: Mr K Teasdale
Respondent: Springhead Ales Limited
Heard at: Nottingham **On:** Friday 8 January 2021
Before: Employment Judge Blackwell (sitting alone)

Representation

Claimant: In person
Respondent: Ms D Saunders, Director

JUDGMENT

The Employment Tribunal Judge gave judgment as follows:-

Pursuant to a merits judgment sent to the parties on 29 September 2019:-

1. Basic Award

Pursuant to section 122(2) of the Employment Rights Act it would be just and equitable to reduce the basic award by 60% having regard to the conduct of the complainant before the dismissal. Therefore the Claimant is entitled to a basic award of £2,310.00.

2. Compensatory Award

Loss to date of hearing	-	£17,330.38
Award for the loss of statutory rights	-	£500.00
Subtotal	-	£17,830.38
Uplift on award pursuant to section 207A of the Trade Union and Labour Relations Consolidation Act 1992 A 25%	-	£4,457.59
Subtotal	-	£22,287.97
But subject to reduction of 60% in accordance with the merits judgment:-		
Total for the compensatory award	-	£8,915.19

In total therefore, the Respondent shall pay to the
Claimant the sum of

- £11,225.19

Employment Judge Blackwell

Date: 18 January 2021

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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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.

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