



EMPLOYMENT TRIBUNALS

Claimant
Mr. L. Murawiecki

Respondent
Securewais UK Ltd

v

Heard at: Watford
Before: Employment Judge Heal

On: 22 January 2021

Appearances

For the Claimant: in person

For the Respondent: Mr Freedman, Group Chief Operating and Financial Officer

JUDGMENT

1. There will be a basic award to be paid by the respondent to the claimant, calculated as follows:

2 x 1 x one week's gross pay (£421.91) = £843.82, less 30% contributory fault = **£590.67.**

2. There will be a compensatory award to be paid by the respondent to the claimant, calculated as follows:

56 days at a daily rate of £51.10 (net) = £2861.60

Plus, loss of statutory rights: £250 = £3111.60

The Polkey deduction does not have an effect because the claimant's loss ended before 3 months from 28 June 2018, so there is no Polkey reduction.

Apply the ACAS uplift of 23%:

23% of £3111.60 is £715.67

Add £3111.6 = £3827,26

Deduct 30% for contributory fault = **£2679.08**

The total monetary award is for unfair dismissal is **£3269.75.**

The recoupment provisions do not apply.

Employment Judge Heal
22.01.2021
Date:
09.02.2021
Sent to the parties on:
J Moossavi
.....
For the Tribunal Office

Note

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.

