



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Nalewajko

**Respondent:** Harvey & Brockless Limited

**Heard at:** Birmingham Employment Tribunal by cvp

**On:** 1 February 2020

**Before:** Employment Judge Cookson sitting alone

## Representation

Claimant: Ms Cornakova (lay representative)

Respondent: Mr Mason (HR Manager)

## JUDGMENT

It is the decision of this Employment Tribunal that:

1. The claimant was unfair dismissed contrary to s94 of the Employment Rights Act 1996 (ERA).
2. The respondent breached the claimant's contract of employment when it terminated his employment without notice. The claimant was entitled to 3 weeks' notice of termination.
3. The claimant is entitled to be paid by the respondent:
  - a. Damages of £976.71 for breach of contract
  - b. In respect of his unfair dismissal
    - i. a basic award of £1,159.26
    - ii. a compensatory award of £1,141.14

Employment Judge Cookson  
Date 1 February 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.

### Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.