



EMPLOYMENT TRIBUNALS

Heard at: Southampton (by video) **On:** 10 February 2021

Claimant: Mr Savin Dollie

Respondent: ER Travel Services Limited (in administration)

Before: Employment Judge Fowell

Representation:

Claimant: Mr L Kenealy of Spencers Solicitors

Respondent: No appearance

JUDGMENT

1. The claimant's dismissal was unfair.
2. The dismissal was in breach of contract.
3. An increase in compensation of 15% is awarded for the respondent's failure to comply with the requirements of the ACAS Code of Practice.
4. No deduction is made for contributory negligence or on the basis that a fair procedure would have led to the same outcome (a *Polkey* deduction).
5. Compensation is awarded in the total sum of **£20,826.53**, broken down as follows.
6. For the complaint of unfair dismissal:

| | |
|--|------------------|
| a. Basic Award | £1,050.00 |
| b. Compensatory Award: | |
| i. Prescribed element (losses to date) | £16,524.84 |
| ii. Non-Prescribed element (future loss) | <u>£2,296.53</u> |
| iii. Total for Unfair Dismissal | £19,871.37 |

7. For the complaint of breach of contract (2 weeks' notice) £955.16
8. The recoupment provisions do not apply.

Employment Judge Fowell

Date: 10 February 2021

Judgment sent to parties: 22 February 2021

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.