



EMPLOYMENT TRIBUNALS

Claimant: Mr B Abbott
Respondent: Metrow Foods Ltd.
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: Tuesday 9 March 2021
Before: Employment Judge A Cheunviratsakul

Representation

Claimant: Represented himself
Respondent: Did not attend

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was V by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

The judgment of the Tribunal is that:-

1. The Claimant's claim for wrongful dismissal/failure to give notice is well-founded and succeeds. The Respondent is ordered to pay the Claimant damages for breach of contract of £1,441.12 net. That being 3 weeks at basic weekly net rate at £1,152.90 uplifted by 25% under Section 207A of the Trade Union and Labour Relations Act 1992 (the ACAS uplift).
2. The Claimant's claim for unfair dismissal is well-founded and succeeds. The Respondent is ordered to pay the Claimant £11,163.50 consisting of:
 - (a) Basic award of £2,421 gross;
 - (b) Compensatory award of £8,742.50 net that being £6,994.00 uplifted by 25% by way of ACAS uplift.
3. The Claimant's claim under Regulation 30 of The Working Time Regulations in respect of outstanding holiday pay is well-founded and succeeds. The

Respondent is ordered to pay the Claimant the sum of £2,194.35 net that is £1,755.48 uplifted by 25% by way of ACAS uplift.

4. The total amount of the above award is £14,798.97.
5. The Claimant has not claimed any benefits and the recoupment provisions do not apply.

Employment Judge A Cheunviratsakul
Date: 17 March 2021