



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr Michael Hicks**

**v**

**Sporting Wholesale Limited**

**Heard at:** Watford (by CVP)

**On:** 28 & 29 January 2021

**Before:** Employment Judge George; sitting remotely

## **Appearances**

**For the Claimant:** Mr M Khoshdel, counsel

**For the Respondent:** Mr E Eliaz, director

## **JUDGMENT**

1. The claimant's complaint of unauthorised deduction from wages is well founded. The respondent is to pay to the claimant the sum of £131.31 shortfall in notice pay.
2. The claimant was unfairly dismissed. The respondent is to pay to the claimant the sum of £1,772.49 calculated as follows:

<b>Basic award:</b> 4 X 1.5 X £131.31	787.86	
LESS redundancy payment paid 9.8.21	<u>525.44</u>	
		262.42
EDT, 1.8.2019 26 weeks less 4 weeks notice X 131.31	2888.82	
Loss of statutory rights	<u>131.31</u>	
	3020.13	
Deduction of 50% for chance would have been made redundant in any event	(1510.07)	<u>1510.07</u>
<b>Total Unfair Dismissal Compensation</b>		<b><u>1,772.49</u></b>

3. The total award for both claims is £1,903.80.

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Employment Judge George

29 January 2021

Sent to the parties on:

.....15/2/21.....

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For the Secretary to the Tribunals