



EMPLOYMENT TRIBUNALS

Claimant: Mr Zbigniew Marzec

Respondent: Perennial Management Ltd

Heard at: Liverpool **On:** 13 April 2021

Before: Employment Judge Ord

Representation:

Claimant: Mr L Werenowski (solicitor)

Respondent: Mr P Harthan (counsel)

Interpreter: Ms Anna Lepek

REMEDY JUDGMENT

1. The respondent is ordered to pay the claimant compensation in the sum of £5,468.16 with respect to his well-founded claim for unfair dismissal, comprising:
 - i. A basic award in the gross sum of £1,200.00
 - ii. A compensatory award in the net sum of £1,868.16 (including loss of statutory rights in the sum of £500.00)
 - iii. An award for failure to provide written terms of employment in the sum of £1,600.00
 - iv. An award for failing to provide adequate written reasons for dismissal in the sum of £800.00
2. Payment is to be made within 14 days of the date of this hearing.
3. It is declared that The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Liz Ord

Date 19 April 2021

Case No: 2417538/2020
Hearing Code V

JUDGMENT SENT TO THE PARTIES ON

21 April 2021

FOR THE TRIBUNAL OFFICE

Notes

1. The hearing code "V" in the heading to this judgment indicates that the hearing took place on a remote video platform. Neither party objected to the format of the hearing.
2. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2417538/2020**

Name of case: **Mr Z Marzec** v **Perennial Management Ltd**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **21 April 2021**

"the calculation day" is: **22 April 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals