



EMPLOYMENT TRIBUNALS

Claimant: Mr Joe Higginson
Respondent: Roanza Solutions Ltd (in administration)
Heard at: Manchester (remote public hearing via CVP)
On: 19 April 2021
Before: Judge Brian Doyle
Mr Grahame Barker
Mr Ian Taylor

Representation

Claimant: In person
Respondent: Not in attendance or represented

JUDGMENT

1. The claimant's complaints of (1) wrongful dismissal; (2) unfair dismissal contrary to sections 98, 100 and 103A of the Employment Rights Act 1996; and (3) detriments contrary to sections 44(1)(c) and 47B of the Employment Rights Act 1996 are well-founded and the claim is upheld.

2. The respondent is ordered to pay to the claimant compensation in the total sum of **£29,945.30** calculated as set out below:

Wrongful dismissal

10 September 2019 to 29 October 2019
7 weeks' notice pay @ £478.62 net per week = £3,350.34

Unfair dismissal basic award

Employed 3 September 2012 to 10 September 2019
Aged 24 years old at relevant date
Gross weekly wage of £626.31 (capped at £525.00)
4.5 weeks @ £525.00 = £2,362.50

Unfair dismissal compensatory award

Loss of statutory rights = £500.00
Past loss of earnings after notice period – 30 October 2019 to 2 January 2020 –
11 weeks @ £478.62 net per week = £5,264.82

3 January 2020-19 April 2021 – 66 weeks @ £15.62 net per week (difference in pay of £478.62-£463.00) = £1,030.92
Future loss of earnings – 3 years @ £15.62 net per week (difference in pay of £478.62-£463.00) = £2,436.72

Injury to feelings

Award towards the middle of the middle *Vento* band (Presidential Guidance April 2019) = £15,000.00.

3. The recoupment regulations do not apply to the award.
4. The Tribunal has not made an award in respect of personal injury or other heads of loss, as claimed in the claimant's schedule of loss, but the claimant may apply for reconsideration of the award in accordance with the requirements of the Employment Tribunals Rules of Procedure 2013 if any such award can be supported by evidence and argument.

Judge Brian Doyle
Date: 19 April 2021

JUDGMENT SENT TO THE PARTIES ON
26 April 2021

FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

