



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Ward

**Respondent:** Multitrade Management Limited

**Heard at:** London South Employment Tribunal  
**On:** 14 June 2021

**Before:** Employment Judge McLaren

## Representation

Claimant: In person

Respondent: Not present

# JUDGMENT

1. The claims for unfair dismissal, wrongful dismissal and unlawful deductions from wages succeed.
2. The reason for dismissal was redundancy, but the dismissal was procedurally unfair. Nonetheless, the claimant would have been dismissed for redundancy had a fair procedure been followed which I have concluded would have taken eight weeks.
3. The respondent is therefore ordered to pay the claimant the following sums: –
  - i. £1, 800 being three weeks gross unpaid wages from the 6<sup>th</sup> to 20 March 2020;
  - ii. £2, 400 being four weeks 'gross pay in lieu of notice;
  - iii. £1,575 redundancy pay (calculated as three times £525, the claimant being 27 at the date of termination and having had three complete years of service);
  - iv. £4, 800 as a compensatory award of eight weeks pay.
4. For recoupment purposes ;( a) total monetary award £9,155; (b) prescribed element £4,88; (c) period of prescribed element 20.4.2020- 19.6.2020 (d) The excess of the monetary award over the prescribed element is £ 5,749.

Employment Judge **McLaren**

14 June 2021

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.

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