



# EMPLOYMENT TRIBUNALS

Conducted by Cloud Video Platform

**Claimant:** Mr D. Pepper

**Respondent:** EM Woodturning Limited

**Heard at Region:** Midlands East

**On:** 24 June 2021

**Before:** Employment Judge Broughton (sitting alone)

## Appearances

For the claimant: Mr Moore - counsel

For the respondent: No Attendance

## FINAL JUDGMENT LIABILITY AND REMEDY

The Judgment of the Tribunal is as follows:

1. The claimant's claim of unfair dismissal and automatic unfair dismissal is well founded and succeeds and the respondent is ordered to pay the Claimant the following sums;
  - 1.1 Basic Award: **£5,071.50**
  - 1.2 Compensatory Award: (including sum for loss of statutory rights of £350 and ACAS uplift of 20%): **£6678.73** (net)
2. The claimant's claim of a failure to provide written statement of particulars is well founded and succeeds and the respondent is ordered to pay the claimant the sum of; **£1932.00** (gross)
3. The claimant's claim of unlawful deduction of wages is well founded and succeeds and the respondent is ordered to pay the claimant the sum of; **£1738.80** (gross) (including ACAS uplift of 20%)

4. The claimant's claim of a breach of contract is well founded and succeeds and the respondent is ordered to pay the claimant the following sums (including ACAS uplift of 20%);
  41. **£306** in respect of past pension payments:
  42. **£4057.20** in respect of the claimant's right to 7 weeks statutory notice pay (gross).
  
5. The Recoupment Regulation apply (see annexe explanation for their effect);
  - i. The Prescribed period (the period from the termination date to the conclusion of the tribunal hearing on 24 June 2021): **20 March 2020 to 24 June 2021**.
  - ii. Prescribed Element: (that part of the monetary award covering the claimant's losses from the termination date up to the conclusion of the tribunal proceedings on 24 June 2021 less the sum for loss of statutory rights): **£7,042.53**
  - iii. Total Monetary Award: **£19,784.23**
  - iv. Balance: **£12,741.70** (the amount by which the monetary awards exceeds the Prescribed Element)

23 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.

Public access to employment tribunal decisions Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.