



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. N Lowry

**Respondent:** Peoples Coffee Ltd

**Heard via Cloud Video Platform (London Central) On:** 27 July 2021

**Before:** Employment Judge Davidson

## Representation

**Claimant:** in person

**Respondent:** Mr N Mackay, Acting Chief Financial Officer

# JUDGMENT

1. The claimant's complaint of unfair dismissal succeeds. The respondent is ordered to pay the claimant the following sums:
  - a. Basic award of £3,228
  - b. Compensatory award of £21,000
  
2. The claimant's complaint of unlawful deduction from wages succeeds. The respondent is ordered to pay the claimant the sum of £17,500.

Employment Judge Davidson

Date 27 July 2021

JUDGMENT SENT TO THE PARTIES ON

28/07/2021.

FOR EMPLOYMENT TRIBUNALS

Written reasons will not be provided unless 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.

CVP hearing

1. The hearing was a remote public hearing, conducted using the cloud video platform (CVP) under rule 46. The parties agreed to the hearing being conducted in this way.
2. The parties were able to hear what the tribunal heard and see the witnesses as seen by the tribunal. From a technical perspective, there were no difficulties.
3. The participants were told that it was an offence to record the proceedings.
4. Evidence was heard from the claimant and from Mr Mackay.
5. I was satisfied that none of the witnesses was being coached or assisted by any unseen third party while giving their evidence.