



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Joe Higginson

**Respondent:** Roanza Solutions Ltd (in administration)  
Roanza 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 (AS CORRECTED)

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.

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Judge Brian Doyle  
Date: 19 April 2021

JUDGMENT ORIGINALLY SENT TO THE PARTIES ON  
26 April 2021

JUDGMENT CORRECTED ON  
19 July 2021

CORRECTED JUDGMENT SENT TO THE PARTIES ON  
4 August 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2416618/2019**

Name of case: **Mr J Higginson** v **Roanza Solutions Limited**  
(in administration)

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: **26 April 2021**

"the calculation day" is: **27 April 2021**

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

For and on Behalf of the Secretary of the Tribunals