



EMPLOYMENT TRIBUNALS

Claimant: Mr M Jones

Respondents: Tango Networks UK Limited (1)

Philip Hesketh (2)

PRELIMINARY HEARING

Heard: BY TELEPHONE **On:** 25 August 2021

Before: Employment Judge JM Wade

Appearances

For the claimant: Mr M Zamysianskyj

For the respondent: No appearance

Introduction: There is sufficient information before me to give judgment in the constructive unfair and wrongful dismissal claims against the first respondent only. There has been postal service to the respondent's registered office and the post has not been returned. There is no response by the return date. It is in the interest of justice to give Judgment in accordance with Rule 21. The remaining claims are listed for a hearing on 4 January 2022.

JUDGMENT

1 The claimant's complaints of constructive unfair dismissal and wrongful dismissal claims are well founded and succeed.

2 The first respondent shall pay to the claimant the following gross sums:

£2307.70	Gross damages in respect of two weeks' notice
£1614.00	Basic Award
£42,249.92	Compensatory Award

£46171.52 Total

3 The recoupment regulations apply to this Award. The prescribed period is 16 March 2021 to 25 August 2021. The prescribed element is **£41,749.92**. The amount by which

the prescribed element is exceeded by the total award is £4421.60.

Employment Judge JM Wade

25 August 2021

Judgment sent to the parties on:

31 August 2021

Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.