



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Monro  
**Respondent:** Beechwood Commercials Limited  
**Heard at:** Cardiff via Cloud Video Platform  
**On:** 27 August 2021  
**Before:** Employment Judge Brewer

## Representation

**Claimant:** In person  
**Respondent:** Mr P Rees, Director

# JUDGMENT

The judgment of the Tribunal is:

1. The claimant's claim of unfair dismissal succeeds.
2. The claimant's claim under section 98, Employment Rights Act 1996 succeeds.
3. The claimant is awarded the following:
  - a. 2 weeks' pay (£554.00) in respect of the claim under section 92.
  - b. A Basic award of 2 weeks' pay - £554.00.
  - c. A compensatory award of £2,124.00.
  - d. An uplift of 25% on the compensatory award under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 (£531.00)
4. The total award is £3,763.00.

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Employment Judge Brewer

Date: 27 August 2021

JUDGMENT SENT TO THE PARTIES ON 31 August 2021

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FOR THE TRIBUNAL OFFICE Mr N Roche

**Note**

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.