



EMPLOYMENT TRIBUNALS

Claimant: Mr G Singh
Respondent: MJ Sections Ltd
Heard at: Birmingham Employment Tribunal (hybrid)
On: 23-27 August 2021
Before: Employment Judge Mark Butler
Ms M Howard
Ms S Fritz

Representation

Claimant: In person
Respondent: Mr D Burke (Compliance Manager for the respondent)

This has been a hybrid hearing which has not been objected to by the parties.

JUDGMENT

1. The claimant's claims for direct discrimination and discrimination arising out of disability are both unsuccessful and are dismissed.
2. The claimant was found to have been unfairly dismissed.
3. The respondent is ordered to pay the claimant the net figure of £2,059.11.
4. The calculation of the award is at Annex 1.

Signed by: Employment Judge Mark Butler

Signed on: 27 August 2021

ANNEX 1: AWARD CALCULATION

Effective Date of Termination (EDT)	25 September 2020
Age at date of termination	52
Completed years of service	24
Years' service over the age of 41:	11
Net weekly pay:	£464.10
Gross weekly pay:	£374
Weekly employer pension contributions	£8.43
Redundancy pay already received:	£11,834.10
Further period needed to undertake fair consultation:	3 weeks

Basic Award

11 (years' service over age of 41) x 1.5 x £464.10) + 9 (years' service aged 22-41, capped at 20 years) x 1 x £464.10) - £11,834.10 (redundancy payment already received)

A: Basic Award **£0**

Compensatory Award

Past Net Loss of Earnings, limited to 3 weeks from the EDT

3 x 374

B: Past Loss Earnings **£1,122**

Loss of pension contributions, limited to 3 weeks from EDT

3 x £8.43

C: Loss of Pension Contributions **£25.29**

D: Loss of statutory rights **£500**

A + B + C + D **£1,647.29**

Compensatory award increase of 25% pursuant to s.123 of the Employment Rights Act 1996: £411.83

TOTAL AWARD (£1647.29 + £411.83) **£2,059.11**