



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Brown

v

Elevator Engineering Services Ltd

Heard at: Bury St Edmunds (by CVP)

On: 21 June 2021

Before: Employment Judge Cassel

Appearances

For the Claimant: Mr Tom Wilding (Counsel).

For the Respondent: Mr Craig Johnson (Legal Representative).

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.

This has been a remote hearing on the papers which had not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing.

JUDGMENT AT A REMEDY HEARING

1. The Respondent is to pay to the Claimant, a basic award of £9,144 and a compensatory payment of £71,500 for unfair dismissal, making a total of £80,644.
2. The award of compensation is a gross amount and the Respondent must account to the Claimant and HMRC for any tax and N.I. payable.
3. The Recoupment Provisions apply. The Monetary award is £80,644. The amount of the prescribed element is £71,200. The dates of the period to which the prescribed element is attributable is 12 October 2018 to 1 July 2019. The amount by which the monetary award exceeds the prescribed element is £9,444.

Employment Judge Cassel

Date: 25 June 2021/ Amended 5/8/2021

Sent to the parties on: 13 September 21

For the Tribunal Office

Note

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.