



EMPLOYMENT TRIBUNALS

Claimant: Mr O Simpson

Respondent: Pro Fire Protection Ltd

Heard at: Midlands West (by CVP)

**On: 11 and 12
August 2021**

Before: Employment Judge Woffenden

Representation

Claimant: In Person **Respondent:** Mr S Earl, a director of the respondent

JUDGMENT

1 The claimant was unfairly dismissed and the respondent is ordered to pay him compensation in the sum of £ 4296.38 (a basic award of £1500 and a compensatory award of £ 2796.38 calculated in accordance with the Schedule attached).

2 The Recoupment Regulations apply as follows to the unfair dismissal award:

The monetary award £ 4296.38

The prescribed element £ 1250.27

The period of the prescribed element is 27 September 2020 to 11 August 2021

The amount by which the monetary award exceeds the prescribed element £ 3046.11

3 The claim for a redundancy payment is dismissed on withdrawal by the claimant.

4 By consent the claimant's claim for holiday pay accrued but untaken up to the date of termination succeeds and the respondent is ordered to pay the claimant £ 950 (9.5 days at £100 per day).

Employment Judge Woffenden

Date: 17/09/2021

Case No: 1310709/2020

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.

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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

