



EMPLOYMENT TRIBUNALS

at a Remedy Hearing

Claimant: Mr R Bird
Respondent: Raymond Bird IP Limited

Heard at: Midlands (East) Region by Cloud Video Platform
On: Wednesday 13 October 2021
Before: Employment Judge Blackwell (sitting alone)

Representation

Claimant: In person
Respondent: Did not attend and was not represented

Covid-19 statement:

This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V – video. It was not practicable to hold a face-to-face hearing because of the Covid-19 pandemic.

JUDGMENT

The decision of the Tribunal is as follows:

Pursuant to a Rule 21 Judgment issued on 15 June 2021:

1. In respect of the claim of unfair dismissal
 - (a) a basic award calculated as follows:
17 years of continuous service x 1½ x £538 (statutory cap) £13,719.00
 - (b) compensatory award:
6 months loss of earnings at the weekly gross figure of £64,620.00
2,692.50

Subtotal amounted awarded for unfair dismissal £78,339.00

and the Respondent is Ordered to pay that sum to the Claimant.

2. In respect of contractual notice pay:
24 weeks at the net figure of £2,062.50 damages £49,500.00

and the Respondent is Ordered to pay that sum to the Claimant.

3. In respect of the claim of unpaid holiday pay:

4 weeks at the gross weekly figure of £2,692.50: £10,770.00

and the Respondent is Ordered to pay that sum to the Claimant.

4. In respect of arrears of pay £1,267.50 being the underpayment per week:

72 weeks £91,260.00

and the Respondent is Ordered to pay that sum to the Claimant.

5. In respect of the claim of age discrimination:

the award for injury to feelings £5,000.00

and the Respondent is Ordered to pay that sum to the Claimant.

In total therefore, the Respondent is Ordered to pay to the Claimant the sum of £234,869.00 as set out above.

Employment Judge Blackwell

Date: 13 October 2021

JUDGMENT SENT TO THE PARTIES ON

14 October 2021

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.

Public access to employment tribunal decisions

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.