



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Penfold  
**Respondent:** Riddwood Consulting Engineers Limited  
**Heard at:** Norwich, (by CVP)  
**On:** 1 November 2021  
**Before:** Employment Judge M Warren

## Representation

**Claimant:** In person  
**Respondent:** Did not attend

## JUDGMENT

1. The Claimant's claim of unfair dismissal having succeeded on 31 August 2021 by a Judgment handed down by Employment Judge Shasri-Hurst dated 7 September 2021, the Respondent is ordered to pay the Claimant **£18,424**.
2. The above Judgment sum is made up of a Basic Award of £1038 and a Compensatory Award of £17,386. The recoupment provisions do not apply.

Employment Judge M Warren  
1 November 2021

JUDGMENT SENT TO THE PARTIES ON

22/11/2021

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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**

All 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.