



EMPLOYMENT TRIBUNALS

Claimant: Mr. S Lazarou
Respondent: Retail Motor Industry Federation
Heard at: London Central (via CVP)
On: 15th November 2021
Before: Employment Judge McKenna (sitting alone)

Representation

Claimant: In person
Respondent: Mr. R Wayman, Counsel

REMEDY JUDGMENT

(1) The respondent shall pay to the claimant as compensation for wrongful dismissal the sum of £1,800.94
This is based on one month's loss of net pay.

(2) The respondent is ordered to pay to the claimant as compensation for unfair dismissal in the sum of £9,052.80 calculated as follows:

<u>Basic Award</u>	£3,150.00
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<u>Compensatory Award</u>	
Loss of Statutory Rights to long notice	£500.00

Loss of earnings from 09.09.19 to 09.12.19 to reflect **Polkey** reduction based on 13 weeks loss of earnings at £415.60

net earnings per week

Total: £9,052.80

TOTAL **£10,853.74**

(3) Pursuant to Rules 74- 78 and 84 of the Employment Tribunal Rules of Procedure 2013, the claimant is ordered to pay to the respondent a contribution towards the costs of the breach of contract claim in relation to overtime pay summarily assessed in the sum of £2,742.50.

(4) For the avoidance of doubt, the respondent is ordered to pay to the claimant the net total sum of **£8,111,24** subject to any deduction to be made by the respondent to the Secretary of State for Work and Pensions under **The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 SI 1996/2349**. The claimant was in receipt of Contribution Based Jobseeker's Allowance between 30.08.19 to 20.02.20. No deduction is to be made in respect of the period between 30.08.19 and 09.09.19 as that period relates to the claimant's wrongful dismissal claim.

Employment Judge B McKenna

Date 15th November 2021 _____
JUDGMENT SENT TO THE PARTIES ON

19/11/2021

FOR THE TRIBUNAL OFFICE

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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Case Ref: 2201491/2019 & 2203115/2019

tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case
