



EMPLOYMENT TRIBUNALS

Claimant: Mr A Edmonds

Respondent: TCOGB (Realisations) Ltd

Heard at: Bristol **On:** 13 and 14 December 2021

Before: Employment Judge Livesey

Representation

Claimant: In person

Respondent: Mr G Down, shareholder (present on 13 December only)

JUDGMENT

1. Paragraph 7 of the Order of 21 October 2021 is varied by consent; the Respondent's name is TCOGB (Realisations) Ltd.
2. The Claimant's complaints of unfair dismissal, unauthorised deductions from wages, breach of contract relating to notice and a failure to provide updated written terms and conditions of employment succeed and he is awarded compensation in the total sum of **£39,017.38** comprising the following elements;
 - a. An award of £21,459.63 in respect of the Claimant's unfair dismissal comprising the following elements;
 - i. A basic award of £1,076.00;
 - ii. A compensatory award of £16,091.70;
 - iii. An increase of 25% under s. 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 in relation to the Respondent's failure to follow the ACAS Code of Practice in relation to the Claimant's grievance;
 - b. An award of £15,943.75 in respect of unauthorised deductions from wages, including the same increase under s. 207A of the Act as in paragraph 2 (a)(iii) above;
 - c. An award of £1,614.00 for the failure to provide changes to the Claimant's written terms and conditions of employment under s. 38 of the Employment Act 2002, representing 3 weeks' salary;
 - d. No separate award is made for breach of contract relating to notice since the loss is subsumed in paragraph 2 (a)(ii).
3. The recoupment regulations do not apply.

Employment Judge Livesey
Date: 14 December 2021

Judgment sent to parties: 10 January 2022

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.