



EMPLOYMENT TRIBUNALS

Claimant: Mr J Free

Respondent: Stagetruck Ltd

Heard at: Bristol (remotely by CVP) **On:** 6 January 2022

Before: Employment Judge Midgley

Appearances

For the Claimant: Mr P Holt

For the Respondent: Mr R Hewett, Director

REMEDY JUDGMENT

UPON the respondent having failed to present a response to the claims in accordance with the statutory time limit.

AND UPON Judgment on liability having been entered for the claimant pursuant to Rule 21 in respect of the claims of unfair dismissal, wrongful dismissal and a failure to provide written particulars of employment.

AND FURTHER UPON the claimant and the respondent attending and giving evidence in relation to remedy.

The Judgment of the Tribunal is:

1. The claimant unreasonably failed to follow the ACAS Code of Practice in relation to grievances and it is just and equitable to reduce the compensatory award by 10%.
2. The respondent failed to provide the claimant with written particulars of employment and an award of two weeks pay is just and equitable.
3. The respondent is ordered to pay the claimant compensation of £18,621.78 (as detailed in Schedule 1 below) by 28 February 2022.

SCHEDULE 1

1.Unfair dismissal

Basic Award	$519.23 \times 1.5 \times 13 =$	£10,124.99
Compensatory award	$2 \times 487.54 \times 90\% =$	£877.57
Loss of statutory rights		£350.00

2. Wrongful dismissal (notice)

$519.23 \times 12 =$ £6,230.76

3. s.38 EA 2002

$519.23 \times 2 =$ £1038.46

Employment Judge Midgley

Date 6 January 2022

Judgment sent to parties: 17 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.