



EMPLOYMENT TRIBUNALS

Claimant:
Mr L Wright

v

Respondent:
Discount Electrics Ltd

Heard at: Nottingham (via CVP)

On: 19 and 20 January 2022

Before: Employment Judge Fredericks

Appearances

For the claimant: Ms I Baylis (Counsel)

For the respondent: Mrs L State (Director of the Respondent)

JUDGMENT

1. The claimant was unfairly dismissed.
2. The following award is made for unfair dismissal:

a. Basic Award	£1,596.76
b. Compensatory Award	£13,829.92
Total award	£15,426.68
3. The claimant has lost statutory rights as a result of his unlawful dismissal and is awarded compensation for this in the sum of **£450.00**.
4. The claimant is awarded payment in lieu of notice (4 weeks' pay) in the sum of **£878.92**.
5. The claimant is compensated for the loss of pension contributions in the sum of **£934.96**.
6. The claimant is compensated for loss of national insurance contributions in the sum of **£327.08**.

7. Consequently, the total that the respondent is ordered to pay the claimant is **£18,017.64**.

8. NB:

- a. the compensatory award was made up of –
 - i. £9,252.90 in respect of immediate loss,
 - ii. £5,712.98 in respect of future loss, which it was considered just and equitable in the circumstances to award, and
 - iii. £3,457.48 representing a 25% ACAS uplift for unreasonable failure to follow ACAS code of practice; but
- b. the 52 weeks' gross pay statutory cap has since been applied to the compensatory award (s124(1ZA)(b) Employment Rights Act 1996), which is $52 \times £265.96 = £13,829.92$.
- c. The 25% ACAS uplift was applied to the compensatory award only as requested in the schedule of loss.

Employment Judge Fredericks

20 January 2022

Notes

Reasons for the decision made were given in the orally at the hearing. Full written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.

Judgments and reasons for the judgment are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.