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EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr C Davis

Respondent

Excelredstone Converged
Solutions Ltd

and

Held at Central London on 20 and 21 January 2022 by CVP

Representation

Claimant:

Mrs I Macdonald, FRU Rep

Respondent:

Mr Z Malik, Solicitor

Employment Judge Kurrein

Statement on behalf of the Senior President of Tribunals

This has been a remote hearing that has not objected to by the parties. A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing. The documents that I was referred to are in a bundle of over 200 pages, the contents of which I have recorded.

JUDGMENT

- 1 The respondent has unfairly and wrongfully dismissed the claimant.
- 2 The respondent is ordered to pay the claimant three weeks net wages for breach of contract in the sum of £1,130.67.
- 3 The respondent is ordered to pay the claimant the following sums in respect of the claimant's unfair dismissal, to which I find he contributed to the extent of 50%:-
 - 3.1 A basic award in the sum of £1,125.00.
 - 3.2 A compensatory award in the sum of £6,611.80.
- 4 The recoupment regulations apply to the above awards. For that purpose:-
 - 4.1 The total award is in the sum of £8,867.47
 - 4.2 The prescribed period is from 30 September 2020 to 5 May 2021.
 - 4.3 The prescribed sum is £6,611.80.
- 5 The total award exceeds the prescribed sum by £2,255.67

Employment Judge Kurrein

21/01/2022

Sent to the parties

24/01/2022

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For the Tribunal

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.

Public access to employment tribunal decisions Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.