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EMPLOYMENT TRIBUNALS

Claimant: Mr P Dixon

Respondents: N Sign Trading Limited

Heard: Remotely (by video link) **On:** 11 March 2022

Before: Employment Judge S Shore
NLM – Mr S Wykes
NLM – Ms S Mee

Appearances

For the claimant: Mr J Wilkin, Solicitor
For the respondent: Mr A Richards, Company Accountant

JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is that:

1. Note – on reconsideration of our decision on our own motion, we have amended the figures given orally in the hearing. It was agreed that the claimant earned £400.00 per week gross with the respondent and £342.00 per week net. It was agreed that his employment began on 24 February 2014 and ended on 10 July 2020. He was 45 years old at the date of his unfair dismissal.
2. For unfair dismissal, the respondent shall pay the claimant the following:
 - 1.1. A basic award calculated as 8 weeks' gross pay @ £400.00 per week = **£3,200.00**.
 - 1.2. A compensatory award for losses from the date of dismissal (10 July 2020) to 21 January 2021 of 28 week's net pay @ £342.00 per week = **£9,576.00**.
 - 1.3. A compensatory award for future loss of **£400.00** for loss of statutory rights.
3. The total of the compensatory award is **£9,976.00**.

4. The basic award cannot be uplifted for failure to comply with the ACAS Code of Practice.
5. We uplift the compensatory award by 15% = **£1,496.40**.
6. The total of the basic award, the compensatory award and the uplift is **£3,200.00 + £9,976.00 + £1,496.40 = £14,672.40**.
7. We then have to apply the 80% reduction for contributory fault to the figure of **£14,672.40**, which leaves a total sum payable by the respondent to the claimant of **£2,934.48**.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore
11 March 2022