



EMPLOYMENT TRIBUNALS

Claimant: Mr R Harper
Respondent: Ground Control Ltd
Heard at: East London Hearing Centre
On: 23 March 2022
Before: Employment Judge Jones

Representation

Claimant: Mr J Duffy (Counsel)
Respondent: Mr J Wynne (Counsel)

REMEDY JUDGMENT

1. By a judgment dated 3 November 2021 the Claimant succeeded in his complaints of unfair and wrongful dismissal.
2. The Claimant is awarded the following remedy for his successful complaints.

Basic Award: $1.5 \times 3 = \text{£}525$ (capped) = **£2,362.50**

Compensatory Award: $12 \times \text{£}978.41 = \text{£}11,740.92$ (wages)
 $3 \times \text{£}58 = \text{£}174.00$ (healthcare)
 $3 \times \text{£}181.53 = \text{£}544.59$ (pension)
 $3 \times \text{£}300.00 = \underline{\text{£}900.00}$ (car allowance)
= **£13,359.51**

Loss of statutory rights: = **£500.00**

Total compensatory Award: = **£13,859.51**

(ACAS uplift of 15% for breaches of the ACAS Code of Practice)

$\text{£}13,859.51 \times 15\% = \text{£}2,078.92$

£13,359.51 + £2,078.92 =

£15,938.43

£18,300.93

3. The Respondent is ordered to pay the Claimant the total sum of £18,300.93 as his remedy for his successful complaints.

Employment Judge Jones
Date: 29 March 2022