



EMPLOYMENT TRIBUNALS

Claimants: Mr Scott Crosswell
Respondents: Hillcrest (UK) Limited (in creditors' voluntary liquidation)
Heard at: Watford Hearing Centre
On: 20 May 2022
Before: Employment Judge G Tobin

Appearances or representation

Claimant: Mr A Arul (solicitor)
Respondent: Did not attend

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by HM Courts & Tribunal Service Cloud Video Platform (wholly remote). A face-to-face hearing was not held because all of the relevant matters could be determined in a remote hearing.

JUDGMENT

THERE BEING no attendance from the respondent and no response to the Tribunal's enquiries, UPON reading the respondents' correspondence and there being no application to adjourn the hearing, the Tribunal RESOVLED to proceed in the absence of the respondent.

UPON HEARING the evidence of the claimant, it is the JUDGMENT of the Employment Tribunal that the respondent is ordered to pay the claimant compensation for wrongful dismissal (i.e. dismissal in breach of contract) and unfair dismissal amounting to £51,440.71. The Tribunal's calculations are substantially in accordance with the claimant's schedule of loss, although some heads of her compensation claim were rejected.

Wrongful dismissal/notice pay	£	£	£
Wages - 12 weeks @ £721.15		8,653.80*	
Outstanding pensions contribution and bonus		<u>3,594.06*</u>	
Total wrongful dismissal compensation			2,247.86

Unfair dismissal

Basic award		11,025.00	
Compensatory award			
Loss of earning (excluding notice pay) 24 weeks @ £721.15	17,307.60*		
Bonus	2,423.00*		
Loss of pension contributions	2,209.68*		
Expenses in looking for other work	50.00		
Loss of statutory rights	544.00		
ACAS uplift of 25% on compensatory award -	<u>5,633.57</u>		
		<u>28,167.85</u>	
Total unfair dismissal compensation			<u>39,192.85</u>
TOTAL			51,440.71

*These amounts are paid gross so may be liable for tax and national insurance deduction, as appropriate.

Employment Judge Tobin
 15/6/2022
 JUDGMENT SENT TO THE PARTIES ON
 23/6/2022
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 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.

Public access to employment tribunal decisions

All 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.