



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Browning

**Respondent:** Automobile Association Developments Ltd

**Heard at:** Bristol by video

**On:** 13 June 2022

**Before:** Employment Judge Cuthbert

**Representation:**

**Claimant:** In person

**Respondent:** Ms G Nicholls (Counsel)

## REMEDY JUDGMENT

1. The claimant's applications for orders for reinstatement and reengagement are refused.
2. The respondent is ordered to pay the claimant compensation in the sum of **£24,606.06**, comprising as follows:
  - a. **£8,512.44** as compensation for wrongful dismissal (to be paid as a net sum, after any applicable statutory deductions have been made by the respondent);
  - b. **£7,263.00** by way of a basic award for unfair dismissal. This represents the full basic award of £14,526 reduced by 50% for contributory conduct.
  - c. **£8,830.62** by way of a compensatory award for unfair dismissal, comprising:
    - i. £450.00 for loss of the claimant's statutory rights; plus
    - ii. £8,217.06 in respect of the claimant's loss of earnings to date; plus

- iii. £8,994.18 in respect of the claimant's future loss of earnings;  
less
- iv. a 50% reduction for contributory conduct.

Employment Judge Cuthbert  
Date: 13 June 2022

Judgment sent to the parties: 23 June 2022

FOR EMPLOYMENT TRIBUNALS

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.