EMPLOYMENT TRIBUNALS

Claimant: Mr Rob Mullins

Respondent: Albion Apparel Group Ltd

Heard at: Watford   **On:**   21st and 22nd July 2022

Before: Employment Judge Dick

Representation
Claimant: In person
Respondent: [Did not appear]

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.

2. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal of £ 61,759.92. The Claimant will be responsible for the payment of any tax due upon the award. The award is made up as follows:
   2.1. A basic award of £ 0, being the difference between 10.5 weeks' gross pay and the redundancy payment already made.
   2.2. A compensatory award of £ 61,759.92, calculated as follows:
      2.2.1. Loss to date of hearing £ 78,481.42, being
         2.2.1.1. £ 75,031.42 (87.1 weeks' pay at £ 861.44 per week net)
         2.2.1.2. £ 200 (loss of statutory rights)
         2.2.1.3. £ 3250 (loss of pension 20 months)
      2.2.2. Future loss 10,772.36, being
         2.2.2.1. £ 11,284.86 (13.1 weeks' future earnings at £ 861.44 per week net)
         2.2.2.2. £ 487.50 (loss of pension 3 months)
         2.2.2.3. Less £ 1000 expected future earnings
      2.2.3. Total loss £ 89,253.78, grossed up to £ 105,479.48
      2.2.4. Subject to the statutory cap of 52 weeks' gross pay, i.e. £ 61,759.92

3. The recoupment regulations do not apply.

Employment Judge **Dick**

9th August 2022

JUDGMENT SENT TO THE PARTIES ON

26/08/2022

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FOR THE TRIBUNAL OFFICE

<u>Notes</u>
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.

<u>Public access to employment tribunal decisions</u>
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.