



EMPLOYMENT TRIBUNALS

Claimant: Mr Paul Bullivant (1)
Mrs Ashley Bullivant (2)

Respondent: Firebird Conference Systems Limited

Heard at: Southampton (via VHS) **On:** 1 September 2022

Before: Employment Judge Leith

Representation

Claimant: Mr Matovu (Counsel)

Respondent: No attendance or representation

REMEDY JUDGMENT

1. The Respondent is ordered to pay the First Claimant the following sums:
 - a. In respect of annual leave accrued but untaken on termination of employment, the gross sum of **£50.77** (inclusive of an uplift of 10% for unreasonable failure to follow the ACAS Code of Practice on Grievance Procedures).
 - b. In respect of the failure to provide a written statement of particulars, the sum of **£923.08**.

2. The Respondent is ordered to pay the Second Claimant the following sums:
 - a. In respect of annual leave accrued but untaken on termination of employment, the gross sum of **£84.61** (inclusive of an uplift of 10% for unreasonable failure to follow the ACAS Code of Practice on Grievance Procedures)
 - b. In respect of the claim of wrongful dismissal, the sum of **£507.69** (inclusive of the same 10% uplift)
 - c. In respect of the claim of unfair dismissal, compensation of **£12,761.54**, calculated as follows:
 - i. Basic award - £761.54 (inclusive of the same 10% uplift);
 - ii. Compensatory award - £12,000, made up as follows:
 - A. Loss of earnings - £9,759.15 (consisting of past losses of £8,725.21 to the date of hearing, and future losses of £1,033.94)
 - B. Loss of statutory rights - £350Giving a total of £10,109.15, subject to the same 10%

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- uplift, and then subject to the cap in s.124 ERA 1996
(based on weekly pay of £230.77 per week)
- d. In respect of the failure to provide a written statement of particulars,
the sum of **£923.08**.

Employment Judge Leith

Date: 1 September 2022

JUDGMENT SENT TO THE PARTIES ON
12 September 2022 By Mr J McCormick

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.