



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Trevor Watts

v

Renovate and Extend Limited

Heard at: Southampton

On: 2 September 2022

Before: Employment Judge Rayner

Appearances

For the Claimant: Mr Phillips, CAB adviser

For the Respondent: Did not attend

JUDGMENT

Declaration

1. The Claimant was wrongfully dismissed, without notice.
2. The Claimant was unfairly dismissed.
3. The Claimant was automatically unfairly dismissed for making a protected disclosure contrary to section
4. The Respondent has failed to provide to the claimant a statement of the written terms of his contract of employment, and this failure continued up until this hearing.
5. The Respondent failed to comply with any of ACAS procedures prior to dismissal of the claimant.

Compensation

6. The respondent will pay the claimant the following sums:



4 weeks' notice pay (net weekly pay)	£293.53 x 4	£1174.12
Basic award (gross weekly pay)	4 x 1.5 x £341.26	£2047.56
Loss of statutory employment rights		£500.00
Failure to provide a written statement of terms and conditions of employment	4 week pay (gross) 4 x £341.26	£1365.04
Failure to follow ACAS guidelines – uplift of 25%	(£1174.12 + £500 + £1356.04) x 25%	£757.5
Injury to feeling award for Public interest disclosure	Lower band vento	£5000.00
TOTAL award payable by the respondent to the Claimant		£10,844.26

Employment Judge Rayner

Date: 2 September 2022

Judgment sent to the parties: 13 September 2022

For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.