



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Razvan Grigore

**Respondent:** CTR Group Limited

**Heard at:** Midlands West (by Cloud Video Platform, Respondent in person day 1)

**On:** 12 and 13 September 2022

**Before:** Employment Judge Power (sitting alone)

## Representation

**Claimant:** In person

**Respondent:** Mr M Fitzgerald, Managing Director

# JUDGMENT

The judgment of the tribunal is that:

1. The Claimant was constructively unfairly dismissed by the Respondent.
2. The Respondent is ordered to pay the following sums to the Claimant:
  - a. £1,056 as a Basic Award (2 x 1 x gross weekly pay of £528);
  - b. £1,239 Compensatory award (3 weeks' loss of earnings x net weekly pay of £413);
  - c. £400 in respect of loss of statutory rights;
  - d. Recoupment of benefits does not apply as the Claimant did not claim or receive any benefits.
3. The Claimant's claims for unlawful deduction from wages in respect of holiday pay, parking tickets and super-route allowance are not well-founded, fail and are dismissed.
4. The Respondent failed to provide the Claimant with a written statement of employment particulars, contrary to s1 of the Employment Rights Act. It is just and equitable to award the sum of 4 weeks' pay pursuant to s38 of the Employment Act 2002 in respect of this failure. The Respondent is therefore ordered to pay the Claimant the sum of £2,112 (4 x gross weekly pay of £528).
5. The total sum payable by the Respondent to the Claimant is £4,807.

Notes

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.

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