



EMPLOYMENT TRIBUNALS

Claimant: Mr Aaron Robinson

Respondent: Puma Solutions IT Consultancy Limited

HELD AT: Manchester **ON:** 8 & 9 September 2022

BEFORE: Judge Miller-Varey (sitting alone via CVP)

REPRESENTATION:

Claimant: Mr Jones (Counsel)

Respondent: Did not attend and was not represented

JUDGMENT

The judgment of the Tribunal is that:

1. The Response is struck out pursuant to rule 37(1)(c) on grounds of the Respondent's non-compliance with orders of the Tribunal which have made a fair hearing within the trial window of 8 and 9 September 2022 impossible.
2. The Claimant was unfairly dismissed with his effective date of termination being 5 October 2021.
3. The Respondent unreasonably failed to comply with the ACAS Code of Practice in relation to grievance and consequently the compensatory award due to be paid to the Claimant is uplifted by 25%.
4. The Respondent is accordingly ordered to pay compensation to the Claimant for unfair dismissal in the total sum of £7119.71 (comprising £738.46 for the basic award and £6,381.25 for the compensatory award).
5. The Employment Protection (Recoupment of Jobseekers Allowance and Income Support) Regulations do not apply to the compensation.
6. The Respondent has also made unlawful deductions from the Claimant's wages and is ordered to pay to the Claimant the net sum of £4566.57 in respect of the amount unlawfully deducted.

7. The Respondent has also failed to pay the Claimant in respect of accrued but untaken holidays and is ordered to pay to the Claimant the sum of £158.14 net.
8. The sums at paragraphs 6 and 7 are each payable in addition to the total sum due for unfair dismissal under paragraph 4.

Tribunal Judge Miller-Varey
acting as a Judge of the Employment Tribunal
9 September 2022

JUDGMENT SENT TO THE PARTIES ON
15 September 2022

FOR THE TRIBUNAL OFFICE

Notes

1. 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 (no such request was made today) or a written request is presented by either party within 14 days of the sending of this written record of the decision.
3. 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2400055/2022**

Name of case: **Mr A Robinson** v **Puma Solutions IT
Consultancy Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 15 September 2022

the calculation day in this case is: 16 September 2022

the stipulated rate of interest is: **8% per annum**.

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.