



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr S Hunnam
Respondent: Barclays Roofing Limited

Heard at: Newcastle Hearing Centre (by CVP) **On:** 5, 6 and 7 September 2022

Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: In person
Respondent: Mr A Willis, solicitor

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint under Section 111 of the Employment Rights Act 1996 that he was dismissed by the respondent (in that he terminated the contract under which he was employed in circumstances in which he was entitled to terminate it without notice by reason of the respondent's conduct, as provided for in section 95(1)(c) of that Act) and that his dismissal was unfair contrary to Section 94 of that Act, by reference to Section 98 of that Act, is well-founded.
2. In respect of that unfair dismissal the respondent is ordered to pay to the claimant compensation of £10,530.14, which comprises a basic award of £7,848.75 and a compensatory award of £2,681.39.
3. Prior to the commencement of this hearing the respondent had refunded to the claimant an unauthorised deduction that it had made from his wages and, that being so, any complaint by the claimant under section 23 of the Employment Rights Act 1996 that the respondent made an unauthorised deduction from his wages contrary to section 13 of that Act was withdrawn by the claimant and is dismissed.

4. The claimant stated that he had received neither jobseeker's allowance nor any other relevant benefit during his period of unemployment and, on that basis, the provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to the compensatory award of compensation referred to above.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 8 September 2022**

Notes

Video hearing

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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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.