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# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Harper  
**Respondent:** Ground Control Ltd  
**Heard at:** East London Hearing Centre  
**On:** 23 March 2022  
**Before:** Employment Judge Jones

## Representation

**Claimant:** Mr J Duffy (Counsel)  
**Respondent:** Mr J Wynne (Counsel)

# REMEDY JUDGMENT ON RECONSIDERATION

1. By a judgment dated 3 November 2021, the Claimant succeeded in his complaints of unfair and wrongful dismissal.
2. The Claimant is awarded the following remedy for his successful complaints.

Basic Award: 1.5 x 3 = £525 (capped) = **£2,362.50**

Breach of Contract: **£11,740.92**

## Compensatory Award:

Loss of wages from 30 September to 2 March = **£402.12**

Loss of benefits (healthcare, pension and car allowance) = a total of **£7,725.43**

Loss of statutory rights = **£500.00**

Total Compensatory Award = £402.12 + £7,725.43 + £500 = **£8,627.55**

The ACAS uplift of 15% has to be applied to the compensatory award.  $\pounds 8,627.55 \times 15\% = \pounds 1,294.13$ . The total compensatory award is  $\pounds 8,627.55 + \pounds 1,294.13 = \pounds 9,921.68$ .

3. The total award due to the Claimant is: -  $\pounds 9,921.68$  (Compensatory Award) +  $\pounds 2,362.50$  (Basic Award) +  $\pounds 11,740.92$  (damages for breach of contract =  **$\pounds 24,025.10$** ).
4. The Respondent is ordered to pay the Claimant a total sum of  **$\pounds 24,025.10$** .
5. Under Rule 73 of the Employment Tribunals Rules 2013, the Tribunal reconsidered this remedy judgment on its own initiative. The reasons for doing so are set out in the written Reasons.

**Employment Judge Jones**

**13 October 2022**