



EMPLOYMENT TRIBUNALS

Claimant: Mr L Parker

Respondent: Excellerate Services UK Limited

Heard at: Reading (by telephone) **On:** 3 October 2022

Before: Employment Judge Leverton (sitting alone)

Appearances:

Claimant: In person

Respondent: No appearance or representation

JUDGMENT

1. The claim for notice pay is dismissed on withdrawal by the Claimant.
2. The claim for unfair dismissal succeeds.
3. The Tribunal orders the Respondent to pay the Claimant compensation for unfair dismissal of £4,288.29, comprising:
 - a. a basic award of £1,775.79*; and
 - b. a compensatory award of £2,512.50.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 (SI 1996/2349) apply. For the purpose of those Regulations: (a) the total monetary award is £4,288.29; (b) the prescribed element is £1,710 (the loss of wages element of the compensatory award); (c) the prescribed period is 8 October 2020 to 10 March 2021; and (d) the total monetary award exceeds the prescribed element by £2,578.29.

* The higher figure given in the Judge's oral reasons incorrectly included a 25% uplift for failure to follow the Acas Code, which applies only to the compensatory award.

Employment Judge Leverton

Date: 3 October 2022

JUDGMENT SENT TO THE PARTIES ON
13 October 2022

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FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision were given orally at the hearing. Written reasons will not be provided unless a written request is presented by any party within 14 days of the sending of this written record of the decision.

The Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public and is now online. The Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register. If you consider these documents should be anonymised in any way, you will need to apply to the Tribunal for an order under Rule 50 of the Rules of Procedure.