



EMPLOYMENT TRIBUNALS

Claimant: Mr C Hagan

Respondent: Sky Retail Stores Limited

Heard at: ET London South via CVP **On:** 26 October 2022

Before: EJ Swaffer

Representation

Claimant: In Person

Respondent: Ms B Davies of Counsel

JUDGMENT

1. The Claimant was not seeking re-instatement.
2. The Claimant's application for re-engagement is not well founded and fails.
3. The Claimant is entitled to a basic award as compensation for his dismissal, which will be reduced by 50% due to his contributory conduct, in accordance with Section 122(2) Employment Rights Act 1996.
4. The basic award is calculated on the following basis:
 - a. Start of employment: 7 August 2017
 - b. Effective date of termination: 25 November 2020
 - c. Number of years agreed continuous service: 3 (period from 7 August 2017 to 25 November 2020)
 - d. Claimant's age at dismissal: 39
 - e. Claimant's agreed gross weekly pay: £560.20
 - f. Maximum gross weekly pay in 2020/2021: £538
 - g. £538 x 3 years = £1614
 - h. £1614 x 50% = £807
5. The Claimant is not entitled to a compensatory award as there is no evidence of any loss sustained by him in consequence of the dismissal insofar as that loss is attributable to action taken by the Respondent, in accordance with Section 123(1) Employment Rights Act 1996.
6. The Respondent is ordered to pay the Claimant the sum of £807 gross within 14 days of this judgment.

Employment Judge Swaffer

Date 26 October 2022

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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