



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Tandy

**Respondent:** Spanjer Chemicals Limited

**Heard at:** Bristol

**On:** 21 October 2022

**Before:** Employment Judge C H O'Rourke

**Representation:**

**Claimant:** Ms M McGee - counsel

**Respondent:** Mr G Warriner – managing director Respondent

## JUDGMENT

1. Subject to Rule 21 of the Tribunal's Rules of Procedure 2013, no response having been presented, it is the Tribunal's judgment that the Respondent unfairly dismissed the Claimant.
2. The Respondent is ordered to pay the Claimant the sum of £9,000 (subject to recoupment of benefit payments under the Recoupment Regulations 1996), as set out in the schedule attached.

Employment Judge O'Rourke  
Dated: 28 October 2022

Judgment sent to the parties:  
11 November 2022

FOR THE TRIBUNAL OFFICE

Remedy Schedule

Basic Award (no basic award is claimed, as the Claimant received redundancy pay to the equivalent amount)

Compensatory Award

Prescribed Element

Loss of Earnings from 17 October 2021 17 April 2022

26 weeks @ £538.46 gross p.w. (rounded up) £14,000

Loss of Earnings from 18 April to 21 October 2022

26 weeks @ £134.62 gross p.w. (25% salary and rounded down) £ 3,500

Sub-total £17,500

Less

Monies earned from self-employment in the same period £ 9,000

Total Prescribed Element £ 8,500

Non-Prescribed Element

Loss of Statutory Rights £ 500

**Grand Total** £ 9,000

Information required under Regulation 4(1)

Total Award - £9,000

Total 'Prescribed Element' - £8,500 (for the period 17 October 2021 to 21 October 2022)

Total Award exceeds Prescribed Element by £500.

Note - 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.