



THE EMPLOYMENT TRIBUNAL

Claimant: Mr Blackwood
Respondent: Draughts Limited
Heard at: London South Employment Tribunal (video hearing)
On: 18 January 2023
Before: Employment Judge Robinson

Representation
Claimant: In person
Respondent: Mr Henry (Litigation Consultant, Croner)

REMEDY JUDGMENT

The judgment of the Tribunal is that the Respondent is ordered to pay the Claimant the following amounts in relation to his unfair dismissal:

1. A basic award of a gross payment of £302.99.
2. A compensatory award of a net payment of £1,985.89 which is calculated as:
 - a. Loss of earnings of £1,743.28
 - b. Loss of statutory rights of £375
 - c. A 25% uplift for the Respondent's unreasonable failure to follow the ACAS code
 - d. A 25% reduction for the Claimant's contributory fault

The compensatory award is slightly less than was stated at the Remedy hearing due to a discrepancy in how the uplift and reduction were applied.

Employment Judge Robinson

Date: 25 January 2023