



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr A Guice**

**v**

**24/7 Plumbing & Gas (UK) Limited**

**Heard at:** Midlands (West) Employment Tribunal (hybrid)

**On:** 13 March 2023

**Before:** Employment Judge P Klimov (sitting alone)

**Representation:**

**For the Claimant:** Ms J Guice, parent

**For the Respondent:** Ms E Afriyie, employment consultant

## Judgment

1. The respondent must pay to the claimant the gross sum of **£12,643.50** in respect of the amounts unlawfully deducted from the claimant's wages and account to HMRC for any tax and NI due.
2. The respondent must pay to the claimant compensation for unfair dismissal in the total net sum of **£14,309.80** comprising of:
  1. Basic award: = **£1,500**
  2. Compensatory award:
    - (i) Immediate Loss (between the effective date of termination 2 March 2022 and the date of the remedy hearing 13 March 2023 (net))  
12.37 months x £1,751.96 per month = **£21,671.75**

(£1,751.96 being an average take home pay over the last 12 months)

(ii)	Loss of pension contributions: 12.37 months x £49	= £606.13
(iii)	Contribution towards costs of setting up new business:	= £1,000
	Total financial loss between 2/03/2022 and 13/03/2023:	= £23,277.88
(iv)	Loss of statutory rights:	= £300
	Total (i)+(ii)+(iii) +(iv)	= £23,577.88
	Less Income Received (£1,000 x 12.37 months):	= (£12,370)
	Future Loss ((£1,751.96 - £1,000) + £49 x 2 months):	= £1,601.92
	Total Compensatory Award:	= <b>£12,809.80</b>

**Employment Judge Klimov**

13 March 2023