



EMPLOYMENT TRIBUNALS

Claimant

Mr R Harris

Respondent

FACT Community Transport

Heard at: Bury St Edmunds

On: 14 April 2023

Before: Employment Judge Laidler (sitting alone)

Appearances

For the Claimants: Mr A Lo, Counsel

For the Respondent: Mr M Cameron, Consultant

JUDGMENT ON REMEDY

1. The respondent to pay to the claimant the agreed sum of £192.29 in respect of unauthorised deductions.

Unfair dismissal

2. There is no basic award as the claimant was paid a statutory redundancy payment.

Compensatory Award

3. The Prescribed Element – effective date of termination 30 June 2020 to the 28 August 2020 (giving credit for the 2 weeks statutory notice paid) = 6 weeks losses @ £450 per week £2700

Polkey deduction of 50%

Total compensatory award & prescribed element £1350.

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 may apply to this award.

Employment Judge Laidler

Date: 17 April 2023

Sent to the parties on: 18/5/2023

N Gotecha

For the Tribunal Office

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.