



EMPLOYMENT TRIBUNALS

Claimant: Mr D Fawcett

Respondent: Logikal Network Limited

Heard at: Liverpool **On:** 26 June 2023

Before: Employment Judge Liz Ord

Representation:

Claimant: In person

Respondent: Mr D Nuguerol (Director of respondent company)

REMEDY JUDGMENT

1. At today's remedy hearing the tribunal reconsidered its reasons for the 50% reduction in compensation set out in the judgment of 18 May 2023, and by consent it is varied to read:

There will be a 50% reduction in compensation to take account of the claimant's contributory conduct.

2. Taking account of the 50% reduction in compensation, the respondent is ordered to pay the claimant the sum of **£2,179.42** comprising:
 - a. A basic award in the gross sum of £856.50 (half of $1.5 \times 2 \times £571$. Calculated at 1.5 because claimant was over 41 years at time of employment; he had 2 complete years; £571 is the capped weekly wage for basic awards for 2022/2023)
 - b. A compensatory award in the net sum of £1,172.92 (half of 4 weeks' loss of earnings @ £586.46 per week average net wage)
 - c. An award of £150.00 for loss of statutory rights (half of £300.00)
3. It is declared that The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Liz Ord

Date 26 June 2023

JUDGMENT SENT TO THE PARTIES ON

3 July 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401141/2023**

Name of case: **Mr D Fawcett** v **Logikal Network Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 3 July 2023

the calculation day in this case is: 4 July 2023

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office