



# EMPLOYMENT TRIBUNALS

## Claimant

Mr E Hrabal

## Respondent

v

Great British Confectionary Group  
Limited

**Heard at:** Cambridge

**On:** 4 and 5 May 2023

**Before:** Employment Judge L Brown

## Appearances

**For the Claimant:** Mr H Dhorajiwala, Counsel

**For the Respondent:** Did not attend

## JUDGMENT

1. The Tribunal makes the following awards against the Respondent in favour of the Claimant in respect of his unfair dismissal and which totals **£14,742.92** and is made up as follows:
  - (a) A basic award of **£7616.00**; and
  - (b) A compensatory award of **£7,126.92**.
2. The Tribunal declares that the Claimant's complaints that the Respondent made unauthorised deductions from his wage's contrary to s.13 of the Employment Rights Act 1996 is well-founded and succeeds and orders the Respondent to pay the sum of **£276.92**. This is a gross sum and is subject to income tax and national insurance deductions by the Respondent.
3. The complaint under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULCRA) is well founded and succeeds.

4. The Respondent is ordered to pay a protective award to the Claimant who was dismissed as redundant as follows;
  - 4.1. The protective period began on the 31 January 2022 and was for a period of 73 days. The reference period for which the award should be made in relation to the Claimant is a period of 73 days;
  - 4.2. The Respondent is ordered to pay to the Claimant gross pay of £7,200.00.
5. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply to this Judgment.

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Employment Judge Brown

Date: 3 July 2023

Sent to the parties on: 11 July 2023

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.