



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrei Pronin
Respondent: NGE Contracting Limited
Heard at: East London Hearing Centre (by CVP)
On: 25th July 2023
Before: Employment Judge J Bromige

Representation

Claimant: In person
Respondent: Ms. S Dupree (HR Manager)

REMEDY JUDGMENT

1. Following from the Tribunal's judgment dated 8th June 2023, and a remedy hearing heard on 25th July 2023, the Respondent must pay the Claimant the sum of £38,225.04 by way of compensation for unfair dismissal pursuant to ss. 122 and 123 ERA 1996. This consists of the following sums:

- a. Basic Award of £3426.00
- b. Past loss of earnings of £12,258.00 (a period of 18 weeks)
- c. Future loss of earnings of £17,732.00 (a period of 26 weeks)
- d. Employer pension contributions of £1172.77 (a period of 44 weeks)
- e. Loss of Statutory Rights of £500.00
- f. An uplift on (b), (c), (d) and (e) of 10% pursuant to s.207A TULCRA 1992 for breach of the ACAS Code of Practice for Disciplinary and Grievance Procedures of £3166.27

2. The award has been calculated as follows:

- a. Basic Award – 6 years qualifying service x £571.00
- b. Past Loss of Earnings – 2 weeks x £673.00 + 16 weeks x £682.00
- c. Future Loss of Earnings – 26 weeks x £682.00
- d. Employer Pension Contributions – 44 weeks x £26.25
- e. ACAS Uplift - £31,662.77 x 0.1

Case Number: 320022/2023

3. The Claimant has not received or applied for any form of State Benefit, and therefore the recoupment provisions do not apply to this judgment.

4. The Tribunal did not gross-up the amount of the judgment award over £30,000.00, owing to the Claimant not receiving any income or salary during this tax year, and so has not used any of his personal allowance.

Employment Judge J Bromige

Date: 25th July 2023