



EMPLOYMENT TRIBUNALS

Claimant: Mr N. Cook

Respondent: Arc Energy Resources Limited (in creditors' voluntary liquidation)

Heard at: Bristol ET **On:** 14 August 2023

Before: Employment Judge G. King

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The Claimant's complaint of unfair dismissal is well founded. The Respondent unfairly dismissed the Claimant.
 - a. The Respondent is ordered to pay the Claimant the sum of £15,776.00 in respect of the Basic Award.
 - b. The Respondent is ordered to pay the Claimant the sum of £36,545.00 in respect of the Compensatory Award. This includes a 25% uplift for the Respondent's breach of the ACAS Code of Practice on Disciplinary and Grievance Procedures.

Employment Judge G. King

Date: 14 August 2023

Judgment sent to the Parties on 31 August 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.