



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P. Dowdle

**Respondent:** Apollo Radiators Ltd

**Heard at:** Bristol ET                      **On:** 27 – 28 September 2023

**Before:** Employment Judge G. King

## **Representation**

**Claimant:** Mr M. Blitz

**Respondent:** Mr M. Jackson

# JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and succeeds.
2. The Respondent shall pay the Claimant a basic award of £14,560.50.
3. The Respondent shall pay the Claimant £500.00 in respect of loss of statutory rights.
4. The Respondent shall pay the Claimant a compensatory award of:
  - a. £749.57 in respect of loss of earnings 9 November 2022 – 14 November 2022;
  - b. £4,168.26 in respect of 18 weeks' difference in earnings;
  - c. £98.64 in respect of 18 weeks' difference in pension contributions;

The total compensatory award is therefore £5,016.47.

5. The compensatory award is uplifted by 25% in respect of the Respondent's failure to follow the ACAS Code. The uplifted award is therefore £6,270.59.
6. The total sum that the Respondent shall pay to the Claimant is therefore £21,331.09.

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Employment Judge G. King  
Date: 28 September 2023

Judgment sent to the Parties on 19 October 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.