



EMPLOYMENT TRIBUNALS

Claimant: Mr M Ramsay

Respondent: Metcalfe Farms

HELD AT: Newcastle, by video

ON: 28 November 2023

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondents: Mr Brochwicz-Lewinski

JUDGMENT

1. The respondent must pay to the claimant £9,995.56 as compensation for unfair dismissal (which is made up of a basic award of £1,713 and a compensatory award of £8,282.56).
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the award of compensation for unfair dismissal as follows:
 - a. Grand total of the award for unfair dismissal: £9,995.56
 - b. Prescribed element: £3,704.85
 - c. Prescribed period: 21 April 2023 to 28 November 2023
 - d. Balance of total award less prescribed element: £6,290.71.

Employment Judge Aspden

Date 28 November 2023

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>