



EMPLOYMENT TRIBUNALS

Claimant: Mr David Sharp

Respondent: Futurama Limited (in administration)

JUDGMENT

(unfair dismissal compensatory award)

1. Mr Sharp is awarded £355.73 (gross) in relation to his compensatory award, calculated as set out in the notes below.

NOTES

BACKGROUND AND TRIBUNAL PROCEEDINGS

2. A previous judgment dated 16 October 2023 was sent to the parties regarding the five claimants' claims against the respondent under the lead case number 1801471/23 (the "**October Judgment**"). However, the October Judgment did not include Mr Sharp's compensatory award for unfair dismissal because further information was required to quantify that award.
3. The background to this claim is set out in the Written Reasons contained within the October Judgment. The Tribunal concluded that Mr Sharp's employment would have terminated in any event with effect from 5 May 2023 (i.e. the date when the respondent went into administration) (see paragraph 27 of the October Judgment).

COMPENSATORY AWARD CALCULATION

4. Mr Sharp's compensatory award has been calculated as set out below.

Employment Dates	1 October 2012 to 23 February 2023
Monthly pay from respondent (gross)	£5833.33
Notice Period	1 month
Date on which notice period would have ended	25 March 2023
Start date of new employment	20 March 2023
Monthly pay from current employer (gross)	£4583

Difference in earnings per month (gross)	£205.53
Loss of earnings from 25 March 2023 to 5 May 2023	$(£205.53 \times 12 \text{ months}) / 52 \text{ weeks} \times 6 \text{ weeks} = £284.58$
ACAS Code uplift	25% increase for failure to follow any disciplinary procedure (cf paragraphs 19 and 25 of the October Judgment)
Total award	£355.73

Employment Judge Deeley

Date 30th November 2023

JUDGMENT & REASONS SENT TO THE PARTIES ON

Date: 4th December 2023

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FOR THE TRIBUNAL OFFICE

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.