



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Arian  
**Respondent:** The Spitalfields Practice  
**Heard at:** East London Hearing Centre  
**On:** 7 and 8 December 2023  
**Before:** Regional Employment Judge Burgher  
**Members:** Mr J Webb  
Mr L O'Callaghan

## Appearances

**For the Claimant:** In person  
**For the Respondent:** Mr G Lomas (Consultant)

**Intermediary for Claimant:** Ms Milly Woods

## REMEDY JUDGMENT

### Introduction

1. The Respondent is ordered to pay the Claimant the total sum of **£6975.14** in respect of his successful unfair dismissal claim. This consists of:

1.1	Basic award	£1575.00
1.2	Compensatory award	£5400.14

2. No reduction to compensation was made in respect of conduct discovered following dismissal.

3. No adjustment to compensation was made in respect of alleged non compliance with the ACAS code of disciplinary and grievance procedures.

4. The recoupment provisions apply.

4.1	Grand total	£6975.14
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**Case Numbers: 3202002/2019 and 3202570/2019**

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| 4.2 | Prescribed element   | £5400.14 |
| 4.3 | Excess Grand total over prescribed element                 | £1575.00 |
| 4.4 | Period of prescribed element 19 July 2019 to 18 July 2020. |          |

**Regional Employment Judge Burgher**

**11 December 2023**

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.

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