



EMPLOYMENT TRIBUNALS

Claimant: Mr G Lovejoy

Respondent: (1) Rowgate Group Ltd (2) CE Jeatt & Sons Ltd

Heard at: Reading **On:** 26 & 27 June 2023

Before: Employment Judge Shastri-Hurst

Representation

Claimant: Mr P Livingston (counsel)

Respondent: Mr R Clement (counsel)

REVISED JUDGMENT

1. The claimant's claims of unfair dismissal and wrongful dismissal are well founded, and upheld.
2. The amount awarded in respect of the above claims is agreed between the parties in the total sum of £52,190.47, broken down as follows:
 - a. Basic award – £3,264;
 - b. Compensatory award - £46,079.47;
 - c. Damages for wrongful dismissal – £2,847.
3. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
 - a. The total monetary award is £52,190.47;
 - b. The amount of the "prescribed element" (i.e. total past losses) is £32,561.72;
 - c. The period to which the "prescribed element" relates is from the date of dismissal (5 August 2021) to the date of Judgment (29 June 2023);
 - d. The amount by which the monetary award exceeds the prescribed element is £19,628.75.

Employment Judge Shastri-Hurst

Date_15 December 2023_____

JUDGMENT SENT TO THE PARTIES ON
29 December 2023

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FOR THE TRIBUNAL OFFICE

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.