



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Saleem Butt

**Respondent:** Select Stores Ltd

**Heard at:** Birmingham (by CVP) **On:** 8 and 9 January 2024

**Before:** Employment Judge Edmonds

**Representation**

**Claimant:** In person

**Respondent:** Mr M Iqbal, director

## JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. Had a fair procedure been followed, the claimant would have been fairly dismissed. Therefore the compensatory award has been limited to four week's pay (the time it would have taken for a fair procedure to have been followed).
3. The respondent shall pay the claimant the following sums:
  - a. A basic award of **£1,012.80** (2 complete years service x 1.5 age multiplier x weekly pay of £337.60)
  - b. A compensatory award of **£1,390.92** (weekly pay of £337.60 plus weekly pension contribution of £10.13, multiplied by 4 week period)

**Employment Judge Edmonds**

**Date: 9 January 2024**