



EMPLOYMENT TRIBUNALS

Claimant: Mr J Wilkes

Respondent: Guardian Industrial (UK) Ltd

Heard at: Bristol (by video)

On: 20 December 2023

Before: Employment Judge Ferguson

Members: Ms C Monaghan
Mr R Spry-Shute

Representation

Claimant: In person
Respondent: Mr M Phillips, Owner and Director

REMEDY JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The Claimant is awarded compensation for injury to feelings of £2,500 plus interest of £250.96.
2. In accordance with s.38 of the Employment Act 2002 the award of compensation is increased by £1,142.
3. The Respondent must pay the Claimant the total sum of £3,892.96.

Employment Judge Ferguson

Date: 20 December 2023

Judgment sent to the Parties on 12 January 2024

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.

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/>