



EMPLOYMENT TRIBUNALS

Claimant

Mr S Bedford

Respondent

v

D Houghton Limited t/a King
Landscapes (in voluntary liquidation)

Heard at: Cambridge

On: 2 February 2024

Before: Employment Judge Tynan

Members: Mr A Fryer and Mr R Baber

Appearances

For the Claimant: In person

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the Claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
2. The Respondent shall pay the Claimant the following sums:
 - (a) A basic award of **£1,177.88**.
 - (b) A compensatory award of **£19,938.60**.

Note that these are actual the sums payable to the Claimant after the above uplift has been applied.

3. The total sum awarded to the Claimant is therefore **£21,116.48** (gross).

Employment Judge Tynan

Date: 2 February 2024

Sent to the parties on: 20 February 2024

T Cadman
For the Tribunal Office

Note

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.