



EMPLOYMENT TRIBUNALS

Claimant: Mr R Moss

Respondent: Staffordshire Fire and Rescue Service

Heard at: Midlands West

On: 7 and 8 February 2024

Before: Employment Judge Faulkner
Mrs S Bannister
Mr S Woodall

Representation: **Claimant** - Mr M Brien (counsel)
Respondent - Ms H Winstone (counsel)

JUDGMENT

1. The Claimant is awarded compensation for unfair dismissal, to be paid to him by the Respondent, of £63,129.36, consisting of:

1.1. A basic award of £13,719.00; and

1.2. A compensatory award of £49,410.36, which the parties agreed is the maximum award under section 124(1ZA) of the Employment Rights Act 1996.

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Note: One of the Tribunal panel members throughout, and the parties on the second day, attended remotely. The parties did not object to the case being heard in part remotely. The form of remote hearing was video.

Employment Judge Faulkner
Date: 14 February 2024

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/>