



# EMPLOYMENT TRIBUNALS

**Claimant:** Mark Sturgess  
**Respondent:** Cambridge Country Club

**Heard at:** Watford by video **On:** 20 February 2024

**Before:** Employment Judge K Hunt

## Representation

**Claimant:** Ms Webber  
**Respondent:** Ms Veimou

# JUDGMENT

1. The claimant is awarded damages for wrongful dismissal of 12 weeks' notice pay in the sum of **£9,794.76 gross** (subject to deductions for tax and national insurance contributions).
2. The claimant is awarded 20 days' pay in lieu of holiday at a daily rate of £163.25 in the sum of **£3,264.92 gross** (subject to deductions for tax and national insurance contributions).
3. The basic award for unfair dismissal is calculated based on 12 years' service x age factor of 48 x weekly wage capped at £571 resulting in 15.5 x £571 = £8,850.50 subject to a 40% deduction for contributory conduct resulting in a basic award of £5,310.30.

4. The compensatory award for unfair dismissal is calculated as comprising:

Loss of earnings	£50,280.23	
Loss of pension	£2,179.61	
Loss of statutory rights	£500	
Loss of long notice	£1,305.98	
Sub total		£54,265.82
Less mitigation	(£52,368.83)	
Sub Total		£1,896.99
Plus 25% uplift (acas code)	£379.40	
Sub Total		£2,276.39
Less 40% deduction for contributory conduct	(£910.56)	
Total compensatory award		£1365.83 (net)

5. The claimant's total award for unfair dismissal is therefore in the sum of £5310.30 plus £1365.83 totalling **£6,676.13**.

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Employment Judge K Hunt

Date 20 February 2024

JUDGMENT SENT TO THE PARTIES ON

11/3/2024

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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.

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**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/>