



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr D Benton

v The CGM Group (East Anglia) Limited

Heard at: Cambridge

On: 8 February 2024

Before: Employment Judge Tynan

Members: Mr D Hart and Mr K Rose

Appearances

For the Claimant: Ms S Bewley, Counsel

For the Respondent: Ms E Mitchell, Counsel

REMEDY JUDGMENT

1. By agreement of the parties, the sum ordered by the Tribunal on 28 April 2023 to be paid by the Respondent to the Claimant in respect of unauthorised deductions from his wages is amended from £9,789.74 to **£10,900.44** (net of tax and national insurance contributions in the case of the unpaid wages of £5,347.15). The amended sum ordered to be paid is inclusive of a 25% uplift pursuant to s.207A of the Trade Union & Labour Relations (Consolidation) Act 1992.
2. The Respondent shall pay the Claimant the following additional sums (uplifted as applicable by 25% pursuant to s.207A of the Trade Union & Labour Relations (Consolidation) Act 1992):
 - a. The sum of **£5,584.23** in respect of its failure to pay the Claimant his holiday entitlement;
 - b. Damages of **£754.65** in respect of the Respondent's actions in dismissing the Claimant in breach of contract in respect of notice;
 - c. Compensation of **£31,029.22** in respect of his complaint that he was subjected to detriments in contravention of s.47B of the Employment Rights Act 1996; and
 - d. Compensation of **£23,102.05** for injury to feelings.

3. Pursuant to s.38 of the Employment Act 2002, the amount of the award to the Claimant is increased by **£2,897.84**.
4. The award to the Claimant shall be grossed up by **£20,570.07** to reflect the Claimant's liability for tax on the award.
5. The total amount of the award to the Claimant is therefore **£94,838.50**.

Employment Judge Tynan

Date: 13/3/2024

Sent to the parties on: 20/3/2024

N Gotecha

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.