



EMPLOYMENT TRIBUNALS

Claimant: Mr D Highland

Respondent: Icore Media Limited

HELD AT: London South (via CVP) **ON:** 26th January 2024

BEFORE: Employment Judge Anderson

REPRESENTATION:

Claimant: In Person

Respondent: Mr Crane (Director)

JUDGMENT

1. The Claimant's claims of unfair and wrongful dismissal are well-founded. The claimant was unfairly and wrongfully dismissed.
2. The recoupment regulations do not apply.
3. The Respondent is ordered to pay a Basic Award to the Claimant of **£3426.00**
4. The Respondent is ordered to pay damages to the Claimant for wrongful dismissal calculated on a gross basis in the sum of **£2520.92**.
5. The claim for unlawful deduction from wages (holiday pay) is well founded. The Respondent is ordered to pay the Claimant calculated on a gross basis, the sum of **£882.32**.
6. The claim for a redundancy payment is not well-founded and is dismissed.

Employment Judge Anderson

26th January 2024

Notes

1. 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.
2. 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.