



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Sutherland

v Crystal Clear Signs and Designs Ltd

Heard at: Southampton

On: 28 March 2024

Before: Employment Judge Rayner

Appearances

For the Claimant: In Person

For the Respondent: Miss B Clayton, Counsel

JUDGMENT ON REMEDY

1. The claimant is awarded interest on the injury to feeling award of £21,000.00 for the period from the start of 2020 until the date of hearing, at the rate of 8%, of £6160.00.
2. The claimant was unfairly and constructively dismissed and is awarded the following sum
 - a. Basic award of £3567.89
 - b. Notice pay of £2973.24
3. At the point of his dismissal, the claimant had outstanding leave of 11.7 days and is awarded unpaid holiday pay in respect of those days of £579.74 days

Total sum Awarded

In addition to the £21,000.00 previously awarded to the claimant by as injury to feelings award, the respondent will now pay the claimant the following sums

Interest on award for injury to feeling	£6160.00	
Basic award for unfair dismissal- 12 weeks gross pay	£3567.89	
12 Weeks Notice pay	£2973.24	
11.7 days Holiday pay	£579.74	
Total now payable to the claimant (excluding the £21,000.00 previously awarded)	£13,280.87	£13,280.87



Employment Judge Rayner

Dated: 28 March 2024

Sent to the parties on

11 April 2024

By MR J McCormick

For the Tribunal

***Note:** Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*