



EMPLOYMENT TRIBUNALS

Claimant
R Singh

Respondent
Hamble Foods Limited

v

Heard at: Reading
Before: Employment Judge Anderson

On: 6 March 2024

Appearances

For the Claimant: In person

For the Respondent: Did not attend

REMEDY JUDGMENT

1. Further to my judgment on liability dated 19 December 2023 the respondent is ordered to pay the claimant the sum of **£8026.36** in compensation for unfair dismissal, calculated as follows:
 - 1.1. A basic award of £856.50. This is the final figure after a deduction of 50% was made for the reasons set out at paragraphs 132 to 137 of the liability judgment.
 - 1.2. A compensatory award of £7169.86. This is the final figure after
 - 1.2.1. a deduction of 25% was made for the reasons set out at paragraphs 129-131 of the liability judgment;
 - 1.2.2. a 20% uplift was applied for failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures; and,
 - 1.2.3. a deduction of 50% was made for the reasons set out at paragraphs 132 to 137 of the liability judgment.
2. The compensation payment must be made by the respondent within 14 days of the date that this judgment is sent to the parties.

Employment Judge Anderson

Date: 6 March 2023

Sent to the parties on: 4 April 2024

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.