



EMPLOYMENT TRIBUNALS

Claimant: Mr W Munro

Respondent: Millennium Engineering Limited

Heard at: Bristol (By Video) **On:** 7 & 8 May 2024

Before: Employment Judge Bradford

Representation

Claimant: Mr A Passman, Counsel

Respondent: Miss A Doble, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. The Claimant's claim for wrongful dismissal (notice pay) is well founded.
3. The Respondent is to pay the Claimant compensation calculated as follows:

Notice Pay

12 weeks x £695 **£8,340.00**

Unfair Dismissal

Basic award: $(13 \times 1.5) = 19.5 \times 643 = 12,538.50$ less
10% reduction for conduct (s122(2)) **£11,284.65**

Compensatory award:

Loss of statutory rights £650.00

Past financial loss begins after 12 weeks' notice pay, runs to 2.10.23:

3.42 weeks x 695 = £2,376.90

Past pension loss (employer contributions)

For entire period to 2.10.23

15.42 weeks x 28.22 £445.29

Less earnings between dismissal and 2.10.23 (£7,333.15)

Case Number: 1405048/2023

Past financial loss	<u>£0.00</u>
ACAS uplift 10%	<u>£65.00</u>
No written statement of particulars; 2 weeks x 960	<u>£1,920</u>
Total compensatory award	£2635.00
Overall Total	£22,259.65

4. The Recoupment Regulations do not apply as the Claimant did not receive any recoverable benefits and in any event the compensatory award is £0

Employment Judge Bradford

Date 9 May 2024

JUDGMENT SENT TO THE PARTIES ON
29th May 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.