



EMPLOYMENT TRIBUNALS

Claimant: Mr. A Rutherford

Respondent : Simon Bailes Ltd.

Heard at: Newcastle CFCTC by CVP **On:** 1st and 2nd of July 2024

Before: Employment Judge Gowland

Representation

Claimant: In person

Respondent : Mrs. D Henning on behalf of Jacksons

JUDGMENT

1. Mr. Rutherford's' claim of unfair dismissal is well founded and succeeds;
2. Mr. Rutherford is awarded the following sums:
 - a) Total award £3140.10, calculated as set out below.
 - b) Basic award (unfair dismissal) £1021.80.
 - c) Compensatory award (unfair dismissal) £2769.02 loss of earnings.
 - d) The following adjustments to the total Compensatory award were made in this order;
 - 10% Polkey deduction to reflect the likelihood of dismissal had correct procedures been followed,
 - 15% deduction for contributory fault in relation to the compensatory award,
 - Total adjusted compensatory award is £2118.30.
3. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Gowland

Date: 2nd July 2024

Notes

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.

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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.