



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr U Butt

AND

Respondent
2 Sisters Food Group Ltd

JUDGMENT ON A HEARING

HELD AT Birmingham (remotely, via CVP)

ON 8, 9 July and 6 August 2024

EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: Mrs S Butt, claimant's wife

For the respondent: Mr N Bidwell-Edwards, Counsel

JUDGMENT

The judgment of the tribunal is that the claimant's claim for unfair dismissal is well-founded, and I declare that the claimant was unfairly dismissed by the respondent. I order the respondent to pay compensation to the claimant in the following amount:

1. The basic award: $\pounds 452.98 \times 2 = \pounds 905.96$.
2. The compensatory award: (1) loss of earnings for 13 weeks (this being the length of time when the contract of employment would have ended fairly) - $\pounds 383.99 \times 13 = \pounds 4,991.87$ (2) loss of pension payments $\pounds 452.98 \times 3\% = \pounds 13.58 \times 13 \text{ weeks} = \pounds 176.54$ and (3) for loss of statutory employment rights the sum of $\pounds 500.00$. The total compensatory award is $\pounds 5,668.41$.
3. The claimant contributed to his dismissal to the extent of 50% and it is just and equitable to reduce the basic award and the compensatory award by that amount.
4. Therefore, the total amount payable by the respondent to the claimant is $\pounds 3,287.18$.

5. Recoupment of benefits does not apply as the claimant did not receive any state benefits.

Signed by: Employment Judge Dimbylow
Signed on: 6 August 2024

Notes:

- (1) Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.
- (2) All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant and respondent.
- (3) **Recording and Transcription**
- (4) Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:
- (5) <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>