



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant and **Respondent**

Mr T. Rigby

Emergn (UK) Ltd

Held at: Exeter by Video

On: 2,3,4 July 2024

Before: Employment Judge Smail

Appearances

Claimant: Mr M. Ramsbottom, Consultant

Respondent: Ms D. Masters (Counsel)

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. There was an 80% chance that he would have been fairly dismissed after a 2-week investigatory/consultation process.
3. The Respondent must pay the Claimant compensation as follows within 14 days:

Basic award	£2,569.50
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Compensatory award	£4,935.23
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Total:	<u>£7,504.73</u>
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Employment Judge Smail
Date: 04 July 2024
South West Region

Judgment sent to the parties on
20 July 2024