



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Fogg

**Respondent:** Complete Review Ltd

**Heard at:** Manchester

**On:** 25 September 2024

**Before:** Employment Judge K M Ross  
Ms V Worthington  
Mr G Pennie

## REPRESENTATION:

**Claimant:** in person

**Respondent:** Ms C Morriss

# JUDGMENT ON REMEDY

It is the unanimous judgment of the Tribunal to make the following award for remedy:

1. Injury to feelings: £10,000, inclusive of interest.
2. Loss of earnings from 18 November 2022 to 10 April 2023: £7,674.90.
3. Uplift for failure to follow ACAS Disciplinary Code of Practice in relation to the claimant's dismissal on 17 November 2022 – an uplift of 10%.
4. We make no deduction for contributory fault and no deduction on the basis of the principle in the case of **Polkey v A E Dayton Services**.
5. The total award is £17,674.90 plus 10% uplift of £1,767.49 = £19,442.39.
6. **The respondent must pay the sum of £ 19,442.39 to the claimant within 14 days of the date of this Judgment.**

Employment Judge K M Ross

Date: 25 September 2024

JUDGMENT SENT TO THE PARTIES ON

26 September 2024

FOR THE TRIBUNAL OFFICE

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402195/2023**

Name of case: **Mr M Fogg** v **Complete Review Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 26 September 2024

**the calculation day** in this case is: 27 September 2024

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office