



EMPLOYMENT TRIBUNALS

Claimant: Mr S Tipu

Respondent: John Lewis PLC

Heard at: London South

On: 4th October 2024

Before: Employment Judge MJ Reed, Mr C Rogers and Ms M Oates-Hinds

Representation

Claimant: Ms Sharp, Solicitor

Respondent: Ms Nicholls, Counsel

JUDGMENT

1. The respondent shall pay the claimant the following sums:

- (a) A basic award of **£2,649.86**.
- (b) A compensatory award of **£3,535.25**.

These sums include the reductions determined by the previous liability judgment:

- (a) a reduction to the basic award of 25% on the basis that it is just and equitable to reduce the award because of the claimant's conduct before the dismissal,
- (b) a reduction to the compensatory award reflecting the 50% chance that the claimant would have been fairly dismissed in any event, and
- (c) a reduction to the compensatory award of 25% because the claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
- a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is **£6,185.11**.

- b. The prescribed element is **£3,535.25**.
- c. The period of the prescribed element is from **19.05.2021 to 19.11.2021**.
- d. The monetary award therefore exceeds the prescribed element by **£2,649.86**.

Employment Judge Reed

Date 8th October 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.

Public access to employment tribunal decisions

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.

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/>