



EMPLOYMENT TRIBUNALS

Claimant: Mr Steve Hards

Respondent: Masters of Beckenham Limited

Heard at: London South (by CVP)

On: 16 January 2025

Before: Employment Judge Lumby
Ms J Bird
Mr S Corkerton

REPRESENTATION:

Claimant: Ms P Rai (Friend of claimant)

Respondent: Mr B Cotton (Director)

REMEDY JUDGMENT

The Tribunal gave judgment on liability by a judgment dated 31 October 2024 with remedy reserved to be determined separately. The judgment of the Tribunal on remedy is as follows:

Unfair Dismissal

1. The respondent shall pay the claimant a compensatory award of **£5,151.25** in relation to its unfair dismissal of the claimant.

Failure to collectively consult

2. The respondent shall pay the claimant a protective award of **£6,854.79** in relation to its failure to collectively consult and to elect employee representatives in breach of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992.

**Approved by Employment Judge
Lumby
16 January 2025**

Judgment sent to the parties on
12 February 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.