



# EMPLOYMENT TRIBUNALS

BETWEEN

**CLAIMANT:** MR A MCCAFFERTY  
**RESPONDENT:** CAPITAL UPVC LIMITED  
**HEARD AT:** CARDIFF (BY VIDEO (CVP)) ON: 13 FEBRUARY 2025  
**BEFORE:** EMPLOYMENT JUDGE R BRACE

**REPRESENTATION:**

**CLAIMANT:** IN PERSON  
**RESPONDENT:** MR W COWLEY (LITIGATION CONSULTANT)

## JUDGMENT

### Unfair Dismissal

1. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£1,929.00**; and
  - (b) A compensatory award of **£4,106.85**.

### Failure to provide a written statement of employment particulars

2. When the proceedings were begun the Respondent was in breach of its duty to provide the Claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the Respondent shall therefore pay the Claimant a further sum of **£1,442.30**.

---

**EMPLOYMENT JUDGE R BRACE**

**Dated: 13 February 2025**

Judgment sent to the parties on

14 February 2025

Kacey O'Brien

For the staff of the Tribunal Office

**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 52) 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.