



EMPLOYMENT TRIBUNALS

Claimant: Mr H Howlett

Respondent: Michael Hall School Limited

Heard at: London South **On:** 12/02/2025

Before: EJ Harley

Representation

Claimant: Mr Kennan (Counsel)

Respondent: Ms Laxton (Counsel)

REMEDY JUDGMENT

1. The claimant applied to the Tribunal to exercise its discretion and order his re-engagement by the respondent, pursuant to its Judgment of 29 September 2024 which had upheld his claim of Unfair Dismissal. The application was considered and refused.
2. The claimant had made it clear that he did not seek compensation from this process, but where an application for re-engagement is made and refused the Tribunal is required to make a compensatory award under s112(4) of the Employment Rights Act 1996 ("the Act").
3. The parties, having agreed the following award figures, presented them to the Tribunal. In compliance with the Act the Tribunal therefore Orders the respondent to pay the claimant an Award in the sum of **£8063.19**. This figure includes a nominal compensatory award which acknowledges the validity of the claimant's complaint and honours the provisions of the Act. The Award figure comprises:

Basic Award:	£4896.00
Lost Pension Contributions:	£3166.19
Compensatory Award:	£ 1.00

4. In order to provide certainty to both parties the Order outlined at (3) above is time limited and remains operative from the date of issue to the parties **for 28 days only**. The Tribunal directs that - should the claimant decide to accept the Award - he has 28 days from the date of issue of this Remedy Judgment to provide his payment details to the respondent's representative, who is directed to make the payment to him within 14 days of the payment details being supplied. For the avoidance of any doubt, the Award Order expires 28 days from the date of issue of this Judgment.

Employment Judge
Date: 14 February 2025

Sent to the parties on
Date: 21 February 2025

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/>