



EMPLOYMENT TRIBUNALS

Claimant: Mr T Howland

Respondent: Outlet Trade Frames Limited

Heard at: Southampton

On: 12 December 2024

Before: Employment Judge Dawson

Appearances

For the claimant: Representing himself

For the respondent: Initially Mr Ocloo, consultant. Thereafter, not represented.

JUDGMENT

1. The application for an adjournment is refused.
2. The claimant was unfairly dismissed by the respondent.
3. The respondent is ordered to pay a basic award of £1041.27 to the claimant.
4. The respondent is ordered to pay a compensatory award of £11565.40 to the claimant.
5. The claim for notice pay is well founded but no separate award is made in that respect.
6. The other claims of the claimant are dismissed.

Case Number: 1405845/2023

Employment Judge Dawson

Date 12 December 2024

JUDGMENT SENT TO THE PARTIES ON

13 January 2025

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 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/>