



EMPLOYMENT TRIBUNALS

Claimant: Mr R Downs

Respondent: Mr W Wiggett

Heard at: Reading Employment Tribunal (by video)

On: 13 and 14 March 2025

Before: Employment Judge Harrison

Representation

Claimant: Mr Beaton, Counsel

Respondent: In person

JUDGMENT

1. The claimant's claim for unfair dismissal is well founded.
2. In respect of the calculation of remedy, the claimant would have been fairly dismissed if a fair procedure had been followed to dismiss him. Employment would have ended fairly on 24 January 2024.
3. No basic award is payable a statutory redundancy payment already having been paid.

4. By consent it is ordered that the Respondent will pay to the Claimant a compensatory award of £1,524.59.

Employment Judge Harrison

14 March 2025

JUDGMENT SENT TO THE PARTIES ON

22 March 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/>