



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. P Hooper

**Respondent :** Gestamp Tallent Ltd

**Heard at:** Newcastle CFCTC by CVP      **On:** 25<sup>th</sup> of February 2025

**Before:** Employment Judge Gowland

## Representation

**Claimant:** In person

**Respondent :** Miss Vittorio HR and legal advisor

# JUDGMENT

1. Mr. Hooper's claim of unfair dismissal is well founded and succeeds;
2. Mr. Hooper is awarded the following sums:
  - a) Total award £15126.66, calculated as set out below.
  - b) Compensatory award (unfair dismissal) £18346.70 loss of earnings plus £350 loss of statutory rights and £124.13 loss of pension.
  - c) The following adjustments to the total Compensatory award were made in this order;  
20% deduction for failure to mitigate.  
The total adjusted compensatory award is £15126.66
3. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply. However, the Claimant confirmed that he had not claimed any benefits whilst between jobs.
  - a) The monetary award for unfair dismissal is £14776.66.
  - b) The prescribed element from the date of dismissal to the date of the remedy hearing is, £10786.31.
  - c) The applicable dates for the prescribed element are 4<sup>th</sup> of June 2024 to 25<sup>th</sup> of

February 2025.

- d) The difference between the total monetary award and the prescribed element is £3990.35.

Employment Judge Gowland

Date: 25th 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.

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