



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Grey

**Respondent:** Telent Technology Services Limited

**Heard at:** Birmingham (by CVP)

**On:** 27 & 28 February 2025

**Before:** Employment Judge K Wright

## REPRESENTATION:

**Claimant:** Mr F Grey (Mr Grey's father)

**Respondent:** Ms Darlow Stearn (Counsel)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 60 % chance that the claimant would have been fairly dismissed in any event. The respondent shall pay the claimant the following sums:
  - (a) A compensatory award of **£5,126.57**.

**Note** that these are the actual sums payable to the claimant after any deductions or uplifts have been applied.

3. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
  - a. The total monetary award (i.e. the compensatory award) payable to the claimant for unfair dismissal is **£5,126.57**

- b. The prescribed element is **£4,926.57**.
- c. The period of the prescribed element is from 16 February 2024 to 27 February 2025.
- d. The difference between (a) and (b) is **£200**

**Employment Judge K Wright**  
**17<sup>th</sup> March 2025**

**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.

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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.