



EMPLOYMENT TRIBUNALS

Claimant: Mr P Hemmings

Respondent: Mishcon de Reya

Heard at: London Central by CVP **On:** 20 February 2025

Before: Employment Judge N Walker

Representation

Claimant: Mr I Wheaton of Counsel

Respondent: Mr L Harris of Counsel

REMEDY JUDGMENT

The Respondent is ordered to pay the Claimant the total sum of **£23,778.50** made up of £1998.00 by way of an unlawful deduction from wages and an unfair dismissal award of £21,780.50.

CALCULATION OF UNFAIR DISMISSAL AWARD

Basic Award – as the claimant was aged over 41 for the three complete years of his employment and on a gross salary of £135,00 per annum, he is entitled to 1.5 x 3 x the maximum weekly sum of £643 per week = £2893.50.

Compensatory award – Loss of statutory rights - £500, plus compensation for 50 weeks net at £249.17 = £12,458.50, plus compensation for lost commission net for 50 weeks = £2,000, plus pension loss for 50 weeks = £3929.00
Total = £18,887.50

Employment Judge Walker
20 February 2025

Date

JUDGMENT SENT TO THE PARTIES ON

27 February 2025
