



EMPLOYMENT TRIBUNALS

Claimant: Mr B Lowton

Respondent: FFH Admin Ltd

Heard at: Leeds **On:** 24 March 2025

Before: Employment Judge Bright

Representation

Claimant: In person

Respondent: Mr Ushieagu (Counsel)

JUDGMENT

By consent:

1. The complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay the claimant **£2,692.28** in respect of four weeks' pay as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10% in accordance with section 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. The respondent shall pay the claimant the following sums for unfair dismissal:
 - a. A basic award of **£2,019.21**;
 - b. A compensatory award of **£5,301.13**

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

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

- a. The total monetary award (i.e. compensatory award plus basic award) payable to the claimant for unfair dismissal is £7,320.34;
- b. The prescribed element is £4,319.00;
- c. The period of the prescribed element is from 29 May 2024 to 24 March 2025;
- d. The difference between a. and b. is £3,001.34.

I determined that:

6. The complaint of unauthorized deductions from wages is not well-founded. The respondent did not make unauthorized deductions from the claimant's wages and that complaint is dismissed.

Employment Judge Bright

24 March 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/