



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. Brian Johnson

**Respondent:** Paragon Staff Ltd.

**Hearing:** Final Hearing

**Heard at:** Exeter ET (by video/CVP)

**On:** 13-14 March 2025

**Before:** Employment Judge Tinnion

**Appearances:** For Claimant: In person  
For Respondent: Did not attend

## **JUDGMENT**

1. The Claimant's ET1 does not present a notice pay claim.
2. The Claimant's holiday pay claim is not well founded and is dismissed.
3. The Claimant's claim for arrears of pay is not well founded and is dismissed.
4. The Claimant's unfair dismissal claim against the Respondent under ss.94-98 of the Employment Rights Act 1996 is well founded.
5. The Respondent must pay the total sum of £21,469.22 to the Claimant.

## **NOTE**

6. The Tribunal ordered the Respondent to pay the Claimant a basic award of £3,426 plus a compensatory award of £15,036.02 which was subject to a 20% increase pursuant to s.207A(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 because of the Respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures (the Tribunal found that the Respondent summarily dismissed the Claimant on 20 October 2022 without warning or procedure).
7. A copy of this judgment will be published online after it has been sent to the parties. Reasons for the decisions above were given orally at the Final Hearing. Any request for written reasons must be made within 14 days of receipt of this Judgment. If no timely request for written reasons is received, the Tribunal will provide written reasons only at the request of the EAT or a court.

Approved (electronically): Employment Judge Antoine Tinnion

Date of signature: 16 March 2025

Date sent to parties: 01 April 2025

Phoebe Hancock  
For the Employment Tribunal