



EMPLOYMENT TRIBUNALS

Claimant: Mr P J Lyons

Respondent: Performance Glass Processing Limited

Heard at Sheffield by video

ON: 30 April 2025

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: Mr F Fendlen, Legal Executive

Respondent: No attendance or representation – appearance not entered

JUDGMENT ON REMEDY

The Judgment of the Employment Tribunal is that the respondent shall pay to the claimant:

1. A basic award in the sum of **£1280** (calculated by reference to the claimant's gross weekly pay of £640, his length of service of two complete years and his age at the effective date of termination).
2. A compensatory award in the sum of **£1289.04** made up of:
 - 2.1 Loss of earnings in the sum of £789.04 (for 14 weeks following dismissal during which time the claimant suffered a net weekly loss of £56.36).
 - 2.2 The sum of £500 for loss of the statutory right not to be unfairly dismissed.
- 3 The respondent shall pay to the claimant the total sum of **£2569.04** within 14 days of the date upon which this Judgment was promulgated (as recorded below).

Approved by Employment Judge Brain

Date: 3 May 2025

Note - 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>