



EMPLOYMENT TRIBUNALS

Claimant: Mr T Tamponi

Respondent: Medequip Assistive Technology Ltd

Heard at: London South

On: 9th June 2025

Before: Employment Judge Reed, Ms J Jerram and Mr C Rogers

Representation

Claimant: Did not attend

Respondent: Mr Kemp KC

REMEDY JUDGMENT

1. The respondent shall pay the claimant the following sums:
 - a. A basic award of £1,695.24.
 - b. A compensatory award of £3,596.41, calculated as follows
 - i. Three months loss of wages ($\text{£}1,355 \times 3 = \text{£}4,065.00$)
 - ii. Three months loss of pension ($\text{£}51.83 \times 3 = \text{£}155.49$)
 - iii. £500 for loss of statutory rights
 - iv. This loss is reduced by £1,124.08 to reflect the payment in lieu of notice received by the claimant
 - c. The Tribunal considered whether reductions should be applied in respect of both contributory fault and Polkey, but concluded they should not. The Tribunal considered whether an ACAS uplift should be applied, but concluded it should not.
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
 - a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is £5,291.65
 - b. The prescribed element is £2,940.92.
 - c. The period of the prescribed element is from 25th May 2021 to 24th August 2021.
 - d. The difference between (1) and (2) is £2,350.73
3. The respondent requested written reasons at the hearing in accordance

with rule 60(4)(a) of The Employment Tribunal Procedure Rules 2024.
These will be provided in due course.

Approved by:

Employment Judge MJ Reed
9th June 2025

JUDGMENT SENT TO THE PARTIES
ON: **19th June 2025**

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FOR THE TRIBUNAL OFFICE

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/