



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

PAUL WATKINS

V

UHP SYSTEMS LIMITED

HELD AT SWANSEA CIVIL JUSTICE CENTRE ON: 3 & 4 APRIL 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT:

IN PERSON

FOR THE RESPONDENT:

MR GEORGE (LITIGATION CONSULTANT)

JUDGMENT

1. The complaint of unfair dismissal is made out and succeeds.
2. The Respondent must pay the Claimant the sum of £44,784.75¹, calculated as follows:

	£
2.1. Basic award	1,400.00
2.2. Compensatory award:	
2.2.1. Loss of earnings 28/6/24 – 15/9/24	9,350.00
2.2.2. Loss of earnings 16/9/24 – 04/4/25	13,106.84
2.2.3. Loss of earnings 05/4/25 – 04/10/25	11,750.96
2.2.4. Loss of statutory rights	500.00
2.3. ACAS uplift (25% of compensatory award)	<u>6,339.45</u>
Total	<u>44,784.75</u>

¹ The total award announced at the hearing on 4 April 2025 (£33,097.25) was incorrect, as follows:

- The award for loss of earnings at Paragraph 2.2.1 (£9,350.00) was announced but then omitted from the final calculation of the compensatory award;
- As a result, the 25% ACAS uplift calculation was incorrect, as it was not applied to the award of £9,350.00 for loss of earnings.

3. The Employment Protection (Recoupment of Jobseeker's Allowance & Income Support) Regulations 1996 apply and attention is drawn to both the following paragraph and the Annex to this judgment.
4. The total monetary award made to the Claimant is £44,784.75. The prescribed element is £9,350.00. The dates of the period to which the prescribed element is attributable are 28 June 2024 to 15 September 2024. The monetary award exceeds the prescribed element by £35,434.75.

Approved by:
EMPLOYMENT JUDGE S POVEY
Dated: 7 April 2025

Order posted to the parties on

11 April 2025

Kacey O'Brien

For Secretary of the Tribunals

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51 of The Employment Tribunal Procedure Rules 2024) 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.

Claimant **Mr P Watkins**
Respondent **UHP Systems Limited**

ANNEX TO THE JUDGMENT (MONETARY AWARDS)

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The Tribunal has awarded compensation to the Claimant, but not all of it should be paid immediately. This is because the Secretary of State has the right to recover (recoup) any jobseeker's allowance, income-related employment and support allowance, universal credit or income support paid to the Claimant after dismissal. This will be done by way of a Recoupment Notice, which will be sent to the Respondent usually within 21 days after the Tribunal's judgment was sent to the parties.

The Tribunal's judgment states: (a) the total monetary award made to the claimant; (b) an amount called the prescribed element, if any; (c) the dates of the period to which the prescribed element is attributable; and (d) the amount, if any, by which the monetary award exceeds the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal's award should not be paid until the Recoupment Notice has been received.

The difference between the monetary award and the prescribed element is payable by the Respondent to the Claimant immediately.

When the Secretary of State sends the Recoupment Notice, the Respondent must pay the amount specified in the Recoupment Notice to the Secretary of State. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the Respondent must pay the balance to the Claimant. If the Secretary of State informs the Respondent that it is not intended to issue a Recoupment Notice, the Respondent must immediately pay the whole of the prescribed element to the Claimant.

The Claimant will receive a copy of the Recoupment Notice from the Secretary of State. If the Claimant disputes the amount in the Recoupment Notice, the Claimant must inform the Secretary of State in writing within 21 days. The Tribunal has no power to resolve such disputes, which must be resolved directly between the Claimant and the Secretary of State.