



EMPLOYMENT TRIBUNALS

Claimant: Mr M Bailey
Respondent: Americold Whitchurch Limited
Heard by video On: 22 January 2026
Before: Employment Judge Woffenden

Representation

Claimant: In Person
Respondent: Mr B Mulqueen of Counsel

REMEDY JUDGMENT

- 1 The respondent will pay the claimant compensation for unfair dismissal in the sum of £5487.33 as set out in the schedule to this judgment.

Approved by:

Employment Judge Woffenden

22 January 2026

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/

Schedule

Basic Award

	£
7.5 Weeks at £518.04 per week	3885.30
Less 10% Contributory Fault under section 122(2) ERA	388.53

	3496.53

Compensatory Award

Prescribed element

4 weeks @ £428.00 per week	
From 13 April 2024 to 10 May 2024	1712
Less 10 % Contributory Fault under section 123(6) ERA	171

	1540.80

Non-Prescribed element

Loss of Statutory Rights	500
Less 10% Contributory Fault under section 123(6) ERA	50

	450

Grand Total (£ 3496.53+ £1540.80+ £450)	5487.33

The Recoupment Regulations apply.