



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Brown  
**Respondent:** SSS Engineering Services Ltd  
**Heard at:** Cardiff by video                      **On:** 27 January 2025  
**Before:** Employment Judge R Harfield

## Representation

**Claimant:** Ms Lennon (the Claimant's daughter)  
**Respondent:** Mr Katz (Senior Litigation Consultant)

# REMEDY JUDGMENT

1. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£5,130.00**
  - (b) A compensatory award of:
    - Loss of statutory rights: **£500.00**;
    - Loss of earnings and employer pension contributions for the 6 week notice period, calculated gross (£570.00 + £17.10 x 6): **£3,522.60**;
    - Loss of earnings and employer pension contributions for an additional 20 weeks, calculated net (average of £414.50 a week plus £17.10 x 20): **£8,632.00**;
    - **Total compensatory award: £12,654.60**
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply because the Claimant did not receive any recoupable benefits during the period:

Employment Judge R Harfield

Date: 27 January 2025

JUDGMENT SENT TO THE PARTIES ON

31 January 2025

Kacey O'Brien  
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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>