



# EMPLOYMENT TRIBUNALS

**Claimant:** Peter McGrath  
**Respondent:** The Essential Housewares Ltd  
**Heard at:** Watford by Cloud Video Platform  
**On:** 18, 19, 20 March 2026  
**Before:** Employment Judge David C. Gardner

## Representation

**Claimant:** Ms Minto (Counsel)  
**Respondent:** Mr Brotherton (Employment Tribunal Advocate)

# JUDGMENT

1. The Claimant's complaint that he was unfairly dismissed by the Respondent is well-founded.
2. The Respondent is ordered to pay the Claimant the sum of **£49,784.50**

which is calculated as follows:

a) Basic award:	£2800.00
b) Compensatory award:	£46,984.50

which is calculated as follows:

i) Loss of statutory rights:	£350.00
ii) Loss of pension contributions (gross) <sup>1</sup>	£1295.13
iii) Loss of earnings (gross): <sup>2</sup>	£43,170.96.
iv) Minus earnings in period looking for work	(£3960.00)

<sup>1</sup> Based on employers contributions of 3%

<sup>2</sup> Loss period 29 July 2024 – 9 June 2025 = 10 months and 11 days. £4166.00 agreed monthly salary x 10 = £41,660.00 + 11 days = £1510.96 = total = £43,170.96.

Sub total	£40,856.09
Plus 15% ACAS Uplift:	£46,984.50 <sup>3</sup>

**TOTAL: £49,784.50**

3. The claimant did not claim benefits and the recoupment provisions do not apply.
4. Should any party consider that the above calculations are incorrect or an award should have been made on a net rather than gross basis, they have permission to seek reconsideration within 14 days of receipt of this judgment. Any application for reconsideration to be referred to Employment Judge Gardner if possible.

Approved by  
Employment Judge D. C. Gardner

Date: 20 March 2026

JUDGMENT SENT TO THE PARTIES ON

1 May 2026

FOR THE TRIBUNAL OFFICE

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.

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<sup>3</sup> At the hearing this was calculated as £49,646.60, but on reflection, after the hearing, it appeared to me that the ACAS uplift was applied only to loss of earnings, rather than the whole compensatory award, and that the mitigated loss was not taken into account as part of the loss of earnings. As a result, I have made the adjustment in the final judgment, but the parties have the right to request reconsideration.