



EMPLOYMENT TRIBUNALS

Claimant: Mr Paul Rowland

Respondent: Openreach plc

Heard at: East London Hearing Centre (in public, via CVP)

On: 24 April and 20 August 2025

Before: Employment Judge Suzanne Palmer

Representation

Claimant: Mr Rowland represented himself

Respondent: Ms A Jervis, Counsel

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Respondent shall pay to the Claimant the following sums:

a. A Basic Award [15.5 weeks x £700] of	£10,800.00
b. A Compensatory Award (set out below) of	£8,176.50
c. Grand total	£19,026.50
3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to the Compensatory Award in this case.
 - a. The total amount of the award is £19,026.50.
 - b. The Prescribed Element is £7,426.49.
 - c. The Prescribed Period is 01.11.24 to 20.08.25.
 - d. The Excess of the grand total over the prescribed element is £11,600.01.

4. The Compensatory Award is calculated as follows:

Prescribed Element	
Loss of wages 01.11.24 to date of assessment (20.08.25)	£25,282.18
Net average wages (agreed) of £533.01 per week plus 10% employer pension contributions of £70.96 per week, total per week £603.97 for a total of 41.86 weeks	
Less	
Payments in lieu of notice/for breach of contractual notice period: not applicable – payment has already been made by the Respondent and the prescribed period/calculation of loss commences at end of contractual notice period.	(£0)
Benefits received outside prescribed period and to which recoupment provisions do not apply	(£361.50)
Earnings from alternative employment	(£15,018.69)
Sub-total	£9,901.99
Less	
Polkey deduction of 25%	(£2,475.50)
Total Prescribed Element	£7,426.49
Non-prescribed Element (other losses)	
Loss of Statutory Rights (£1,000) less Polkey deduction	£750
Grand Total of Compensatory Award	£8,176.50

Employment Judge S Palmer

Dated: 20 August 2025