



EMPLOYMENT TRIBUNALS

Claimant: Mr R Saunders
Respondent: DPS Remedials Limited
Heard at: Manchester **On:** 13 February 2017
Before: Employment Judge Franey
Ms D Doughty
Mrs J Harper

Representation

Claimant: Ms L Saunders (Claimant's Sister)
Respondent: Mr D Sykes (Director)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of detriment in employment on the ground of paternity leave under section 47C Employment Rights Act 1996 fails and is dismissed.
2. The complaint of "automatic" unfair dismissal because of paternity leave under section 99 Employment Rights Act 1996 fails and is dismissed
3. The complaint of "ordinary" unfair dismissal under section 98 Employment Rights Act 1996 is well founded. The claimant was unfairly dismissed.
4. The basic award having been extinguished by payment of a statutory redundancy payment, the respondent is ordered to pay a compensatory award of **£804.00** made up of £554.00 for two weeks' net pay and £250 for loss of statutory rights.
5. The recoupment regulations do not apply.
6. By consent the respondent is ordered to reimburse the claimant the issue fee in the sum of **£250.00**.



Employment Judge Franey

13 February 2017

JUDGMENT SENT TO THE PARTIES ON
15 February 2017

.....
.....
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.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2401843/2016

Name of case(s): Mr R Saunders v DPS Remedials Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 15 February 2017

"the calculation day" is: **16 February 2017**

"the stipulated rate of interest" is: 8%

MISS L HUNTER
For the Employment Tribunal Office