



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr D Smyllie

Respondent

Hounslow Glass Company Limited

and

Held at Reading on

1 December 2017

Representation

Claimant: Mr M Hallen, solicitor
Respondent: Mr J Buckle, consultant

Employment Judge

Mr S G Vowles (sitting alone)

REMEDY JUDGMENT

Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties. From the evidence heard and read the Tribunal determined as follows.

Unfair Dismissal – section 98 Employment Rights Act 1996

2. The Claimant is awarded £5,926 in compensation for unfair dismissal.

Breach of Contract / Notice Pay – article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

3. The Claimant is awarded £5,768.40 in compensation for notice pay.

Failure to Provide Statement of Employment Particulars – section 38 Employment Act 2002

4. The Claimant is awarded £874 in compensation for failure to provide a statement of employment particulars.

Failure to Permit Right to be Accompanied - section 11 Employment Relations Act 1999

5. This claim was not well founded and is dismissed.

Total Award

- 6. The total award is **£12,568.40** and the Respondent is ordered to pay this sum to the Claimant.

Recoupment Regulations

- 7. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to any part of the above awards.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

- 8. Reasons for this decision were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this decision is sent to the parties.

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Employment Judge Vowles
1 December 2017

Sent to the parties on
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for the Tribunal Office