



EMPLOYMENT TRIBUNALS

JUDGMENT

BETWEEN

CLAIMANT

MR IN DA SILVA
JARDIM

V

RESPONDENT

FORTNUM AND MASON
PLC

HELD AT: LONDON CENTRAL

ON: 19 – 20 NOVEMBER 2020

EMPLOYMENT JUDGE: M EMERY

REPRESENTATION:

FOR THE CLAIMANT

Ms N Amin (representative)

FOR THE RESPONDENT

Mr P Gorasia (Counsel)

JUDGMENT

The claim of unfair dismissal is well founded and succeeds.

REMEDY AWARD

1. Basic Award

Claimant aged 39, 12 years' service, gross weekly wage of £439.42

LESS 50% for the claimant's contributory fault:	£2,636.53
2. Compensatory Award	
Loss of earnings of one month's salary, £1,556.07	
LESS 50% for the claimant's contributory fault:	£778.04
TOTAL AWARD:	£3,414.57

EMPLOYMENT JUDGE M EMERY

Dated: 22 NOVEMBER 2020

Judgment sent to the parties
On : 23/11/2020

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For the staff of 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.