



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Athan Fox

v

Aurelius Environmental Limited

Heard at: Huntingdon (by CVP)

On: 9 September 2021

Before: Employment Judge Ord

Appearances

For the Claimant: Mr E Hammer, Solicitor

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Claimant is awarded the sum of **£20,447.95** consisting of:
 - 2.1 A Basic Award of £2,152.00;
 - 2.2 A Compensatory Award of £18,295.95 made up as follows:
 - 2.2.1 Loss of earnings 1.7.20 to 20.10.20 (16 weeks) at £990.23 is £15,843.68;
 - 2.2.2 Employer Pension contributions (4 months) at £109.65 per month is £438.60;
 - 2.2.3 Outstanding expenses at £250; and
 - 2.2.4 Loss of Statutory Rights at £500.
3. A 10% up lift is added to the Claimant's Compensatory Award for the Respondent's unreasonable failure to follow the Acas Code of Practice Number 1, the sum of £1,663.27.
4. The total Compensatory Award is therefore £18,295.95.

13 September 2021

Employment Judge Ord

Date:

Sent to the parties on:

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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.