



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Marshall

**Respondent:** A1 Towbar Systems Limited

**Heard at:** Sheffield **On:** 27 September 2019

**Before:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** Miss Ridsen, partner

**Respondent:** Miss Elvin, consultant

# JUDGMENT

1. By consent, the complaint that the claimant was unfairly dismissed by the respondent is well-founded.
2. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of £10,782.50 being a basic award of £6,084 and a compensatory award of £4,698.50.
3. It has not been established that the claimant would or might have been dismissed in any event but for the unfair dismissal, and the compensatory award is therefore not reduced.
4. The recoupment provisions do not apply.
5. The deposit of £1,000 paid by the respondent as a condition of being entitled to pursue a defence to the claim of unfair dismissal shall be repaid to the respondent.

Employment Judge D N Jones

Date: 4 October 2019

# SCHEDULE

1.	Loss of earnings from 29 March 2019 to 11 April 2019, being two weeks at £507 per week	= £1,014.00
2.	Differential in wages from 11 April 2019 to 26 April 2019, being £96.50 (£507 per week <sup>1</sup> , less £410.50 per week <sup>2</sup> ) x 24 weeks	= £2,316.
3.	Future loss for nine weeks at £96.50	= £868.50.
4.	Loss of statutory rights of	= £500
	Total Compensatory award	<b><u>£4,698.50.</u></b>

## **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.

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<sup>1</sup> 39 hours per week x £13 per hour = £507

<sup>2</sup> Basic hours per week 47.5; ten weeks of four hours' overtime at time and a half = 60 hours ÷ 24 weeks = 2.5 hours per week, therefore an average of 50 hours per week x £8.21 = £410.50.