



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Little  
**Respondent:** Highline Ductwork Limited

**Heard at:** Ashford **On:** 9 March 2020

**Before:** **EMPLOYMENT JUDGE CORRIGAN**  
**Sitting Alone**

## Representation

**Claimant:** Mr D Powell, Lay Representative  
**Respondent:** Mr S Harman, General Manager

## JUDGMENT

1. The correct Respondent is as per the title above.
2. The Claimant was wrongfully dismissed by the Respondent and is awarded compensation of £1236 (2 weeks' loss of wages and pension contributions of £1030, uplifted by 20% due to the breach of the ACAS Code of Practice on Discipline and Grievance) to be paid by the Respondent to the Claimant.
3. The Claimant was unfairly dismissed by the Respondent and is awarded compensation of £2,740.50 to be paid by the Respondent to the Claimant.
4. This award consists of:

Basic award reduced by 40% for contribution	£2362.50
Compensatory award	£378

(loss of statutory rights of £1050, reduced by 50% due to chance of a fair dismissal, uplifted by 20% due to breach of ACAS Code, reduced by 40% for contribution).
5. The total to be paid by the Respondent to the Claimant is £3,976.50.
6. Recoupment does not apply to this award.

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**Employment Judge Corrigan**

Ashford

19 March 2020

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.

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