



# EMPLOYMENT TRIBUNALS

**Claimant**  
**Mr Mark Hickman**

**Respondent**  
**Vasco (UK) Ltd**

**Heard at:** Watford by Cloud Video Platform

**On:** 17 November 2020

**Before:** Employment Judge Bedeau

## **Representation**

**For the Claimant:** In Person

**For the Respondents** No response, did not attend nor represented

## **JUDGMENT**

1. The claimant's unfair dismissal claim is well-founded.
2. The respondent is ordered to pay the claimant **£31,434.89** made up as follows: –
  - 2.1 a basic award of **£3,150**;
  - 2.2 past loss of earnings from 28 September 2019 to 17 November 2020 of **£17,930.85**;
  - 2.3 future loss of earnings from 18 November 2020 to 31 March 2021 of **£1,400**;
  - 2.4 loss of pension contributions of **£3,906.56**;
  - 2.5 an ACAS uplift of 20% on £23,237.41, - **£4,647.48**; and
  - 2.5 loss of statutory rights in the sum of **£400**.
3. There is no reference to the claimant having claimed recoupable state benefits.

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Employment Judge Bedeau  
17 November 2020  
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Sent to the parties on:

.....18/11/2020.....

.....S.Kent.....  
For the Secretary to the Tribunals

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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.