



EMPLOYMENT TRIBUNALS

Claimant: Mr C Collins

Respondent: Nathaniel Car Sales Ltd

Heard at: Remotely by video from Cardiff **On:** 8 and 9 December 2021

Before: Employment Judge Russell

Representation

Claimant: Mr A Windross, Counsel

Respondent: Ms B Davies, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent. His claim of unfair dismissal is therefore well-founded and succeeds.

REMEDY

2. The parties agreed that the Claimant had been paid a sum equivalent to the basic award.
3. The parties agreed that the Claimant's net loss of earnings from the date of his dismissal to the date of the hearing were £33,126.55.
4. The parties agreed that the Claimant's ongoing net loss of earnings from the date of the hearing are £2,498.21 per month.
5. The compensatory award is awarded on the basis of net loss of earnings to the date of hearing and three months' net loss of future earnings from the date of hearing. The parties agreed the 'grossing up' figure in respect of tax due on the compensatory award.
6. Compensation for unfair dismissal will be paid in the following sums:

(a) Basic award

£0

(b) Compensatory award	£40,621.18
(c) 'Gross up' in respect of tax due on (b)	£2,655.30
(d) Loss of statutory rights	£300

7. The Respondent shall therefore pay the Claimant the total sum of **£43,576.48**.

Employment Judge Russell

Date 10 December 2021

JUDGMENT SENT TO THE PARTIES ON 14 December 2021

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FOR THE TRIBUNAL OFFICE Mr N Roche

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.