



EMPLOYMENT TRIBUNALS

Claimant: Mr C Gemmell

Respondent: Reflex Labels Ltd

On: 29 and 30 November 2021
1 December 2021

Before: Employment Judge Ahmed (sitting alone)

At: Leicester

Representation

Claimant: In person

Respondent: Ms Alison Brown (Group Payroll and People Manager)

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant was unfairly dismissed.
2. The Respondent is ordered to pay compensation for unfair dismissal of £8,493.67 net in accordance with the Schedule below.
3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations apply.
 - 3.1 The monetary award is £8,493.67
 - 3.2 The amount of the prescribed element is £5,881.65
 - 3.3 The period to which the prescribed element is attributable is 23 December 2020 to 5 July 2021.
 - 3.4 The amount by which the monetary award exceeds the prescribed element is £2,612.02

Schedule

(a) **Basic Award** - £1,614.00 (calculated on the Claimant being 44 years of age at the effective date of termination and employed for 2 years and applying a cap of £538 per week, thus 3 x £538 = £1614.00)

(b) Compensatory Award

Loss of earnings	£9,891.00
Less:	
(1) net payment in lieu.....	£1,734.34
(2) earnings from employment.....	£2,275.01
Total Net loss of earnings.....	£5,881.65
Loss of pension contributions.....	£460.02
Loss of statutory rights.....	£538.00
Total Compensatory Award.....	£6879.67
Add Basic Award.....	£1,614.00
Total monetary award.....	£8,493.67

Employment Judge Ahmed

Date: 1 December 2021

JUDGMENT SENT TO THE PARTIES ON

3 December 2021

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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.

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.

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