



THE EMPLOYMENT TRIBUNALS

Claimant: Mr W Blake

Respondent: Hamsterley and District Social Club Limited

Heard at: Newcastle Hearing Centre **On:** 16 and 17 November 2022

Before: Employment Judge Morris

Members: Miss BG Kirby
Mr D Morgan

Representation:

Claimant: In person

Respondent: Mr D Walton, former vice president of the respondent

JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The claimant's complaint that, contrary to section 47B of the Employment Rights Act 1996, the respondent subjected him to detriment on the ground that he made protected disclosures is well-founded.
2. In respect of that contravention, pursuant to section 49 of that Act, the Tribunal awards compensation of £1,252.55 to be paid by the respondent to the claimant.
3. The claimant's complaint that his dismissal by the respondent was unfair because the reason (or, if more than one, the principal reason) for his dismissal was that he made a protected disclosure, as provided in Section 103A of the Employment Rights Act 1996, is well-founded.
4. The Tribunal does not award any compensation in respect of that unfair dismissal because any such compensation is already addressed in the above award of £1,252.55.
5. When these proceedings were begun, the respondent was in breach of its duty under section 1(1) of the Employment Rights Act 1996 to give the claimant a written statement of initial employment particulars and, therefore, in accordance with section 38(2) of the Employment Act 2002, the Tribunal makes an award of

the minimum amount of two weeks' pay (i.e £850) which is then increased by 10% (£85) pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 producing a total of £935.

6. The total sum that the respondent is ordered to pay to the claimant is therefore £2,187.55.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 22 November 2022**

Notes

Calculation of awards

It is acknowledged that the above awards, which are accurate, are not precisely the awards that were announced by the Tribunal at the conclusion of the hearing, this having resulted from their having been recalculated.

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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.