



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr K Rawlings**

v

**Adam Jones & Sons (Blackheath) Limited  
(in Administration)**

Heard at: **Birmingham (conducted in public on the Cloud Video Platform)** On: **14 April 2023**

Before: **Employment Judge Kenward  
Ms S Campbell  
Mr C Ledbury**

### Appearances

For the Claimant: **In person**  
For the Respondent: **No appearance**

## JUDGMENT

1. The complaint of unfair dismissal is well-founded. This means that the Respondent unfairly dismissed the Claimant by way of a constructive dismissal.
2. There is no additional entitlement to a redundancy payment (in that a basic award for unfair dismissal has been made as set out below).
3. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal in the sum of £9,392.00 on the basis that:
  - (1) a basic award was calculated in the sum of £4842.00;
  - (2) a compensatory award was calculated in the sum of £4,550.00 consisting of:
    - (a) a prescribed element in respect of loss of earnings for the period of notice to which the Claimant was entitled and not paid for the period between 23<sup>rd</sup> February 2021 and 5<sup>th</sup> April 2021 inclusive in the sum of £3,900 net; and
    - (b) a prescribed element in respect of loss of earnings for the period between 6<sup>th</sup> April 2021 and 12<sup>th</sup> April 2021 inclusive in the sum of £650 net.

Signed

**Employment Judge Kenward**

Dated 14<sup>th</sup> April 2023



**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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