



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr M Singh**

**v**

**JK Tipper Services Limited**

**Heard at:** Watford

**On:** 22 March 2017

**Before:** Employment Judge Manley

**For the Claimant:** Mr T Tabori, counsel

**For the Respondent:** Mr J Brotherton, non practicing solicitor

## REMEDY JUDGMENT

1. The claimant is awarded a basic and compensatory award (to which an increase of 15% is applied for failure to follow the ACAS code) as set out in the schedule. The recoupment regulations do not apply.
2. The claimant is also awarded 2 week's pay for failure to provide written employment particulars as set out in the schedule.
3. The application to amend the claim to include a complaint of failure to provide written reasons for dismissal is refused and no award is made for any such failure.
4. The respondent is also ordered to pay costs of **£1200** to the claimant for tribunal fees paid.

## SCHEDULE

- 1) Unfair dismissal
  - a) Basic Award (agreed gross weekly pay £465.23) **£7443.68**
  - b) Compensatory award (agreed net weekly pay £355.38)

Loss of earnings from 24/7/15 to 4/9/15 6 x £355.38	£2132.28
Loss of earnings for 4/9/15 to 22/3/17 79 x £355.28	£8678.15
Loss of statutory rights	£400
	£12,238.48
+ ACAS uplift 15%	£1895.72
Total Compensatory award	<b>£14,534.25</b>
2) Failure to provide written statement of employment particulars (2 x gross weekly pay £465.23)	<b>£930.48</b>
<b>Total</b>	<b><u>£22,908.41</u></b>

Dated: 22/3/2017

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Employment Judge Manley

Sent to the parties on: 22/3/2017

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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.