



EMPLOYMENT TRIBUNALS

Claimant: Mr Nigel Ovens, deceased

Respondent: Fluidlink Hydraulics Ltd

Heard at: Bristol On 10, 11 and 12 June 2019

Before: Employment Judge Street
Mrs P Ray
Mrs N Wood

Representation

Claimant: Ms J Brown, lay representative
Respondent: Mr G Audemard, Managing Director

JUDGMENT

The claims in respect of unfair dismissal and disability discrimination succeed.

The Respondent is ordered to pay to the estate of the late Mr Nigel Ovens the sum of £13,895 in respect of the unfair dismissal and £12,000 in respect of the disability discrimination.

Interest on the discrimination award runs at the statutory rate of 8% for 63 weeks, £1163.

The total award in respect of discrimination is £13163.

The total sum the Respondent is ordered to pay to the estate is £27,058.

Mrs Christine Ovens was appointed under section 206(4) of the Employment Rights Act 1996 to continue the proceedings on behalf of the estate of the late Mr Ovens. Payment is to the estate of the late Mr Ovens. Mrs Ovens is entitled to receive payment, to give a good receipt and to enforce the award on behalf of the estate.

Recoupment

The Recoupment Regulations apply in respect of the unfair dismissal award.

The claimant received Employment and Support Allowance following dismissal.

The prescribed period is from 1/04/18 to 21/10/18.

The monetary award for unfair dismissal is £13,895.

The prescribed element is £7232.

The excess of the monetary award for unfair dismissal over the prescribed element is £6663.

Employment Judge Street

Dated 12 June 2019

Judgment sent to parties: 25 June 2019

For the Tribunal Office