



EMPLOYMENT TRIBUNALS

Claimant: Mr S Kemp

Respondents: (1) Procourt Services Limited t/as Ford Used Car Centre (In Creditors Voluntary Liquidation), and

(2) Secretary of State for Business Energy & Industrial Strategy

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant was unfairly dismissed by the first respondent.
2. The first respondent is ordered to pay compensation for unfair dismissal to the claimant in the sum of £21,398.86. This is calculated as follows:
 - 2.1 The basic award. The multiplier is $27 \times £424 = £11,448.00$.
 - 2.2 The compensatory award. (a) Past losses - From 02.02.16 to date being 71.4 weeks at £350.26 = £25,008.56, less mitigation of loss from 12.02.16 to date being 69.6 weeks at £263.37 = £18,330.55 – means the award is in the sum of £6,678.01; and (b) future losses for 26 weeks $\times £86.89 = £1,042.68$, making the total award the sum of £7,720.69.
 - 2.3 An uplift of 25% on £7,720.69 for failing to follow the ACAS Code of Practice = £1,930.17.
 - 2.4 An award for loss of statutory employment rights = £300.00
3. The claimant paid a fee of £250.00 on the presentation of his claim and £950.00 for a hearing. The claim has been decided in his favour. In the exercise of my powers under Employment Tribunal Rules 75 (1) (b) and 76 (4) I make a costs order that the first respondent shall pay to the claimant the sum of £1,200.00.
4. The claim against the second respondent is dismissed as the only claim against it has been resolved.

Signed by Employment Judge Dimbylow

Case Number: 1301545/2016

On 19 June 2017

JUDGMENT SENT TO THE PARTIES ON

.....20/06/17
FOR THE TRIBUNAL OFFICE