



EMPLOYMENT TRIBUNALS

Claimant: Mr S Kwiatowski
Respondent: The Widdowson Corporation Limited
Heard at: Leicester
On: Tuesday 7 March 2017
Before: Employment Judge Vernon (sitting alone)

Representation

Claimant: In Person
Respondent: No Appearance

JUDGMENT

Following the Judgment of Employment Judge Britton dated 27 October 2016 pursuant to Rule 21 of the Employment Tribunal Rules 2013, the Claimant is entitled to the following remedies from the Respondent:

1. In respect of the claim of unfair dismissal:

a) Basic award	-	£1,456.00
b) Compensatory award, comprising:		
i) Loss of statutory rights	-	£450.00
ii) Loss of wages from 29 April 2016 to 7 March 2017, 45 weeks at £308.28 per week	-	£13,872.60
iii) Loss of wages from 7 March 2017 to 6 March 2019, £51.68 for 104 weeks	-	£5,374.72
iv) Loss of pension contributions from 29 April 2016 to 7 March 2017, £2.64 per week for 45 weeks	-	£118.80
v) Uplift for breaches of the ACAS Code by the Respondent	-	£4,841.53
Subtotal		£24,207.65
vi) Applicable statutory cap under Section 124 of the Employment Rights Acts 1996	-	£18,928.00

Total Compensatory Award - **£18,928.00**

Total Award for unfair dismissal - **£20,384.00**

- c) The Recoupment provisions do not apply to this award.
2. An award in respect of unpaid holiday pay in the sum of £145.60.
 3. In respect of the claim of unlawful sex discrimination, compensation of £979.73.
 4. An award in respect of unpaid wages in the sum of £1,383.20.
 5. An award in respect of unpaid wages in the form of unpaid Statutory Sick Pay in the sum of £35.38.
 6. In addition to the above, the Respondent is ordered to pay to the Claimant the issue fee of £250.00 and the Hearing fee of £950.00.

Employment Judge Vernon

Date 15 May 2017

JUDGMENT SENT TO THE PARTIES ON
20 May 2017

.....S.Cresswell.....
FOR THE TRIBUNAL OFFICE

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.