



EMPLOYMENT TRIBUNALS

Claimant: Mr M Baller

Respondent: Vets Direct Ltd

Heard at: Croydon in person and by cloud video platform
On: 15 to 18 August 2022

Before: Employment Judge Nash
Ms C Cook
Mr M Cann

Representation
Claimant: In person
Respondent: Ms G Nicholls of counsel

JUDGMENT

1. The claimant was unfairly dismissed contrary to section 98 Employment Rights Act 1996.
2. It is just and equitable to reduce the compensatory award by 30% to reflect the chances of the respondent dismissing the claimant fairly in any event
3. The claimant was not automatically dismissed for a reason connected with a transfer pursuant to Transfer of Undertakings (Protection of Employment) Regulations 2006.
4. The respondent did not discriminate against the claimant because of his age pursuant to section 13 Equality Act 2010.
5. The respondent did not breach the claimant's contract of employment by failing to pay him wages.

6. The respondent shall pay the claimant a compensatory award of £29,173.46 as compensation for unfair dismissal. This is the grand total due to the claimant under this judgment
7. The amount of the prescribed element is £21,950.03.
8. The period of the prescribed element is 3.1.21 to 18.8.22 inclusive.
9. The excess of the grand total over the prescribed element is £7,223.43.

Employment Judge Nash

Date 18 August 2022