



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr R Gornall

AND

Grorud Engineering Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: North Shields

On: 28 September 2017

Before: Employment Judge A M Buchanan Non Legal Members: Mr M Brain
Mr D Cartwright

Appearances

For the Claimant: Ms E Bradshaw - Solicitor

For the Respondent: No attendance

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The application for a protective award pursuant to section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("the 1992 Act") is well founded. The respondent is ordered to pay remuneration calculated in accordance with section 190 of the 1992 Act to the claimant who was dismissed as redundant on 30 January 2017 for the protected period. The protected period is for 50 days and is from 30 January 2017 to 21 March 2017. The Employment Protection (Recoupment of Benefits) Regulations 1996 ("the 1996 Regulations") apply to this award.
2. The application for unfair dismissal is well-founded. The claimant was unfairly dismissed by the respondent on 30 January 2017.
3. The respondent is ordered to pay compensation to the claimant for unfair dismissal in the sum of £929.38. This sum is a compensatory award calculated pursuant to section 123 of the Employment Rights Act 1996 ("the 1996 Act"). There is no award of a basic award pursuant to section 119 of the 1996 Act. The 1996 Regulations do not apply to this award.

EMPLOYMENT JUDGE A M BUCHANAN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 28 September 2017**

**JUDGMENT SENT TO THE PARTIES ON
4 October 2017**

**AND ENTERED IN THE REGISTER
FOR THE TRIBUNAL**

G Palmer

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.