



EMPLOYMENT TRIBUNALS

Claimants: Mr S Kwiatkowski and Mr R Szaflik
Respondent: The Widdowson Corporation Ltd
Heard at: Leicester **On:** Friday 3 February 2017
Before: Employment Judge Solomons (sitting alone)

Representation

Claimants: Mr S Kwiatkowski in person
 Mr T Gracka, Solicitor for Mr Szaflik
Respondent: No appearance
Interpreter: Mr A Kanetski

JUDGMENT ON REMEDY

- The case of Mr Kwiatkowski is adjourned and is to be relisted for one day before an Employment Judge sitting on 7 March 2017.
- In respect of the Claimant Mr Szaflik, an award is made for unfair dismissal as follows:

Basic award	£1,440
Compensatory award	
Loss of statutory rights	£350
Loss of wages 20 April to 31 October 2016 27.8 weeks at £305 per week	£8,479
Loss of wages 31 October 2016 to 3 February 2017 14 weeks at £59 per week	£826
Loss of wages 4 February 2017 to 17 June 2017 20 weeks at £59	£1,180
Total compensatory award	£10,835
TOTAL AWARD	£12,275
Breaches of the ACAS Code by the Respondent.	£4,000
GRAND TOTAL	<u>£16,275</u>

- The recoupment provisions do not apply to this award.

4. In addition, the Respondent is ordered to pay to Mr Szaflik his issue fee of £250 and his hearing fee of £950.

Employment Judge Solomons

Date 23 February 2017

JUDGMENT SENT TO THE PARTIES ON
01 March 2017

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FOR THE TRIBUNAL OFFICE