



EMPLOYMENT TRIBUNALS

Claimant: Mr P Meakin

Respondent: Direct Workforce Limited (in liquidation)

Heard at: Leeds

On: 22 January 2017

Before:

Representation

Claimant: Mr D Brown (solicitor)

Respondent: no response entered

JUDGMENT

1. Upon reconsideration, the judgment striking out the complaint of unfair dismissal, made on 14 November 2017, is revoked. Having considered the evidence presented at this hearing that complaint succeeds and the claimant is awarded a basic award in the sum of £1467.00 and a compensatory award in the sum of £978.00.
2. The complaint of wrongful dismissal also succeeds and the claimant is awarded damages comprising; 12 weeks notice pay of £10,710.00 (gross); 12 weeks loss of car allowance of £7,358.16; 12 weeks loss of phone benefit of £69.00; 12 weeks loss of pension contributions of £73.92 and 12 weeks holiday pay for the notice period of £1,094.80.
3. To the compensatory and damages award the tribunal applied a 25% uplift in the sum of £3,592 in accordance with section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992. This was awarded as a result of the respondent's unreasonable failure to comply with the ACAS Code of practice (disciplinary and grievance procedures (2015)) before dismissal.

Employment Judge **Rogerson**

Date: 22 January 2018