



EMPLOYMENT TRIBUNALS

Between: Mr M Youhannes **and** Country Park Foods Limited
Claimant **Respondent**

Heard at: Leeds

Before: Employment Judge Cox

Members: Mr M D Firkin
Mr I W Taylor

On: 20 to 22 November 2018

Representation:

Claimant: In person

Respondent: Mr Chowdhury, solicitor

JUDGMENT

1. The claim of detriment on the ground of a protected disclosure fails.
2. The claim of unfair dismissal by reason of a protected disclosure fails.
3. The claim of unfair dismissal succeeds.
4. The Respondent shall pay the Claimant compensation of £16,565.08 for that unfair dismissal.
5. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
 - a. The monetary award is £16,565.08.
 - b. The amount of the prescribed element is £7,053.56.
 - c. The dates of the period to which the prescribed element is attributable are 22 March 2018 to 22 November 2018.

- d. The amount by which the monetary award exceeds the prescribed element is £9,511.52.

Employment Judge Cox
Date: 22 November 2018

Note: Reasons for the Judgment having been given at the Hearing, written reasons will not be provided unless requested by either party in writing within 14 days of this Judgment being sent to the parties.