



EMPLOYMENT TRIBUNALS

Claimant: Mr C Helm

Respondent: Kirk Environmental Ltd

HELD AT: Manchester

ON: 29 May 2018

BEFORE: Regional Employment Judge Parkin

REPRESENTATION:

Claimant: In person

Respondent: No attendance and no response presented

JUDGMENT

The judgment of the Tribunal is that:

- 1) The claimant was unfairly dismissed by the respondent contrary to section 103A of the Employment Rights Act 1996 for making a protected disclosure. The respondent is ordered to pay him compensation in the total sum of £650.00, representing a Basic Award of £450.00 and Compensatory Award of £200.00 for loss of earnings. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.
- 2) Pursuant to section 38 of the Employment Act 2002, the respondent is ordered to pay the claimant 2 weeks' pay in the sum of £850.00 for its failure to provide the claimant with a statement of particulars of main terms and conditions of employment.

Regional Employment Judge Parkin

Date 29 May 2018

JUDGMENT SENT TO THE PARTIES ON

18 June 2018

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2403251/2018

Name of case: Mr C Helm v Kirk Environmental Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is:	18 June 2018
"the calculation day" is:	19 June 2018
"the stipulated rate of interest" is:	8%

Mr S Harlow
For the Employment Tribunal Office