



EMPLOYMENT TRIBUNALS

Claimant
Mr J Hackwell

v

Respondent
A.J. Nehlig & Co Ltd

Heard at: Southampton

On: 28 February 2020

Before: Employment Judge Rayner

Appearances

For the Claimant: Mr J Hackwell

For the Respondent: No appearance

JUDGMENT

1. The Claimant Mr Hackwell was unfairly constructively dismissed from his employment on the 1 June 2019.
2. The claimants average weekly wage was £352.11.
3. The claimant was entitled to a payment of £100.00 per week whilst on lay off.
4. The claimant was entitled to sick pay of £94.25 per week whilst off sick.
5. The respondent shall pay the claimant the following sums by way of compensation.

a. Notice pay (12 weeks @ £352. 11)	£4225.95
b. Basic award (3 weeks at £352.11 and 11 weeks @1/1/2 x £352.11)	£6866.15
c. A compensatory award of 40 weeks pay comprising	
i. Sick pay (6 weeks @ £94.24)	£ 565.50
ii. 21 weeks lay off pay @ £100 pw	£2100.00
iii. 13 weeks @ £352.11	£4578.08

Total **£18,335.68**

6. The respondent will pay to the claimant the sum of **£18,335.68**.

Employment Judge Rayner

Southampton

Dated 28 February 2020

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at:
<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness