



# EMPLOYMENT TRIBUNALS

**Claimant: Mr H Coyle**

**Respondent: Station Taxis (Norton) Ltd**

**Heard at: Hull                      On: 17 August 2020**

**Before: Employment Judge Shepherd**

***Representation:***

**Claimant: In Person**

**Respondent: Lisa Ridsdale, Director**

## JUDGMENT

The judgment of the Tribunal is that:

1. The claim of unfair dismissal well founded and the respondent is ordered to pay the following sums to the claimant:

**Basic award**

3 x 1.5 x £120 -	£540.00	
less 25% contributory conduct	£135.00	
		£405 .00

**Compensatory award**

6 x £120.00	£720.00	
Loss of statutory protection	£500.00	£1,220.00
less contributory fault 25%		£305.00
		£915.00
reduction pursuant to Polkey 60%		£549.00
		£366.00

Plus increase pursuant to section 207A of the Trade Union and Labour Relations (Consolidation Act 1992) 10%	£36.60
Compensatory award	£402.60
Total unfair dismissal award	<u>£807.60</u>

**Employment Judge Shepherd  
17 August 2020**