



EMPLOYMENT TRIBUNALS

Claimant: Mr P Wild
Respondent: M A G Engineering Company Limited

Heard at: Bristol Employment Tribunal (by video)
On: 23 November 2022

Before: Employment Judge J Bax

Representation

Claimant: Ms J Curnow (lay representative)
Respondent: Did not attend

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Claimant's claim that there had been unlawful deductions from his wages was well founded.
3. The Respondent was in breach of the Claimant's contract in respect of the deductions made for his pension contributions.

REMEDY

1. The Respondent is ordered to pay the Claimant the gross sum of £1776 in respect of the unlawful deductions from wages and breach of contract claim. (A single award is made on the basis that the claims related to the same sum of money)
2. The Respondent is ordered to pay the Claimant the sum of £11,058.34 in respect of his claim of unfair dismissal.
3. The Respondent did not provide the Claimant with a statement of initial employment particulars, contrary to s. 1 of the Employment Rights Act 1996. An award of 2 weeks' pay was made under s. 38 of the Employment

Act 2022 in the sum of £1,080, which the Respondent is ordered to pay.

4. The total sum the Respondent must pay to the Claimant is £13,914.34.
5. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply in this case.

Breakdown of the unfair dismissal award

The unfair dismissal claim is broken down as follows:

Basic Award	£1,620
Compensatory Award	
Loss of earnings to the date of the hearing	£7,660.02
Future loss of earnings	£420.29
Loss of statutory rights	£500
Total	£8580.31
10% uplift on the compensatory award for not Complying with the ACAS code of practice	£858.03
Total award for unfair dismissal	£11,058.34

Employment Judge J Bax
Date: 23 November 2022

Judgment sent to the parties: 23 November 2022

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.