Case Number: 1301086/2021



EMPLOYMENT TRIBUNALS

Claimant Respondent

Mr K Rawlings v Adam Jones & Sons (Blackheath) Limited (in Administration)

Heard at: Birmingham (conducted in On: 14 April 2023

public on the Cloud Video

Platform)

Before: Employment Judge Kenward

Ms S Campbell Mr C Ledbury

Appearances

For the Claimant: In person

For the Respondent: **No appearance**

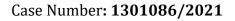
JUDGMENT

- 1. The complaint of unfair dismissal is well-founded. This means that the Respondent unfairly dismissed the Claimant by way of a constructive dismissal.
- 2. There is no additional entitlement to a redundancy payment (in that a basic award for unfair dismissal has been made as set out below).
- 3. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal in the sum of £9,392.00 on the basis that:
 - (1) a basic award was calculated in the sum of £4842.00;
 - (2) a compensatory award was calculated in the sum of £4,550.00 consisting of:
 - (a) a prescribed element in respect of loss of earnings for the period of notice to which the Claimant was entitled and not paid for the period between $23^{\rm rd}$ February 2021 and $5^{\rm th}$ April 2021 inclusive in the sum of £3,900 net; and
 - (b) a prescribed element in respect of loss of earnings for the period between 6^{th} April 2021 and 12^{th} April 2021 inclusive in the sum of £650 net.

Signed

Employment Judge Kenward

Dated 14th April 2023





Notes

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.

<u>Public access to employment tribunal decisions</u>

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.