



EMPLOYMENT TRIBUNALS

Claimant: Mr J Reynolds

Respondent: Daily Nationwide Distribution Ltd

Heard at: Manchester

On: 5 and 6 April 2017

Before: Employment Judge Porter

Representation

Claimant: Mrs E Goodwin, solicitor

Respondent: Mr A Kingston- James, consultant

JUDGMENT

1. The claim for outstanding holiday pay is dismissed upon withdrawal.
2. The claim of breach of contract, failure to pay notice pay, is not well-founded and is hereby dismissed.
3. The claimant was unfairly dismissed.
4. The respondent is ordered to pay to the claimant compensation for unfair dismissal in the sum of £14,584.26 comprised as follows:

4.1 Basic Award	£10,777.50
4.2 Compensatory Award	£ 3,806.76
TOTAL	£14,584.26

5. The recoupment regulations apply and
 - 5.1 . the grand total of the monetary award is £14,584.26;
 - 5.2 the amount of the prescribed element is £3,506.76;
 - 5.3 the dates of the period to which the prescribed element is attributable are 11 May 2016 to 8 June 2016;

5.4 the amount by which the monetary award exceeds the prescribed element is £11,077.50

6. The respondent is ordered to pay to the claimant the tribunal fees in the sum of £420.00

Employment Judge Porter

Date: 7 April 2017

JUDGMENT SENT TO THE PARTIES ON

12 April 2017

FOR THE TRIBUNAL OFFICE



Case No: 2404352/16

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2404352/2016

Name of case(s): Mr J Reynolds v Daily Nationwide Distribution Ltd

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: 12 April 2017

"the calculation day" is: 13 April 2017

"the stipulated rate of interest" is: 8%

MISS K MCDONAGH
For the Employment Tribunal Office