



EMPLOYMENT TRIBUNALS

Claimant: Mr D Payne
Respondent: Labelnet Limited
Heard at: East London Hearing Centre
On: 9 November 2017
Before: Employment Judge Russell

Representation

Claimant: In person
Respondent: Mr A Nickin (Counsel)

UPON a Judgment sent to the parties on 9 November 2017 finding that the Claimant was unfairly dismissed but any award should be reduced by 70% by reason of the Claimant's conduct;

REMEDY JUDGMENT

1. The Respondents shall pay the following sums to the Claimant:
 - 1.1 Basic award of £862.40
(6 years' service aged under 41 @ £479 per week gross = £2,874 – 70%)
 - 1.2 Compensatory award of £3,516.13
 - (i) (14 weeks full loss @ £516.52) + (17 weeks salary shortfall @ £219.95) = £10,970.43 – 70%
 - (ii) Loss of statutory rights of £750 – 70%
- 2 The Respondent's application for costs is refused.
- 3 For recoupment purposes: (a) monetary award: £4,378.53; (b) prescribed element: £3,291.13; period of prescribed element: 1/2/17 - 6/9/17. The excess of monetary award over prescribed element is £1,087.40.

Employment Judge Russell

1 December 2017