



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Skidmore

**Respondent:** Idleback Limited t/a South Yorkshire Shooting Club

**HELD AT:** Sheffield

**ON:**

31 July 2018

**BEFORE:** Employment Judge Little

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr T Horner (former director now consultant)

# JUDGMENT

My Judgment is that:-

1. By consent the name of the respondent is amended to Idleback Limited t/a South Yorkshire Shooting Club.
2. The Claimant's dismissal was procedurally unfair.
3. However taking into account the chance that a fair procedure would still have led to a dismissal and taking into account the claimant's contributory conduct, the compensation awarded to the claimant is reduced by 50%.
4. The claimant is awarded a basic award of £864 and a compensatory award of £3,344. Those figures are calculated as set out in the schedule below.
5. The Recoupment Regulations apply. For the purposes of those Regulations the monetary award is £4,208; the prescribed element is £2,590; the period of the prescribed element is 12 March 2018 to 31 July 2018 and the monetary award exceeds the prescribed element by £1618.
6. The respondent will pay the basic award and the sum of £1618 on account of the compensatory award to the claimant forthwith. The payment of the balance of the compensatory award is subject to the operation of the Recoupment Regulations.

**Mr M Skidmore v Idleback Limited t/a South Yorkshire Shooting Club****SCHEDULE**Basic Award

Claimant aged 62 at effective date of termination with 4 complete years service.

Net weekly pay £288

Multiply 6

6 x £288 =	1728
Less 50%	<u>864</u>
	864

Compensatory AwardImmediate Loss

12 March 2018 to 31 July 2018

20 weeks – net pay £259 pw	5180
Less 50%	<u>2590</u>
	2590

Future Loss

12 weeks @ £259	3108
Less 50%	<u>1554</u>
	1554

Less ex gratia payment	<u>800</u>
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3344

Total Award	£4208.00
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Employment Judge Little  
Date 6<sup>th</sup> August 2018

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.

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