



EMPLOYMENT TRIBUNALS

Claimant: Carlos Fabian Real Velasco

Respondent: Crystal Services Plc

Heard at: London Central via CVP

On: 4 and 5 May 2023

Before: Employment Judge BENNETT

Representation

Claimant: Mr P McBride, trade union representative

Respondent: Mr T Jerman, Managing Director of the Respondent

JUDGMENT

The judgment of the Tribunal is that:

- 1) The Claimant's complaint of breach of contract is well-founded;
- 2) The Claimant was unfairly dismissed.

The Respondent is ordered to pay the Claimant the **total sum of £7,822**, comprising:

Outstanding notice pay

£116 (£290.05 gross weekly pay x 0.2 (difference between furlough pay and full pay) x 2 weeks);

UD Basic Award/ Stat Redundancy Payment

£870 (2 years of employment x 1.5 x £290.05 per week)

UD Compensatory Award

- £3,895 (Loss of 100% basic salary from 30/10/2020 until 5/2/2021 (£278.21 x 14));
- £2,365 (Loss of 50% basic salary from 5/2/2021 until 4/6/2021 (£278.21 x 0.5 x 17 weeks));
- £500 (Loss of statutory rights);

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- £47 (Loss of pension benefit from 30/10/2020 to 5/2/2021 (14 x 3.36);
- £29 (Loss of pension benefit from 5/2/2021 until 4/6/2021 (3.36 x 0.5 x 17).

Employment Judge **BENNETT**

Date: 5 May 2023

JUDGMENT SENT TO THE PARTIES ON

05/05/2023

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

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.