



EMPLOYMENT TRIBUNALS

Claimant: Mr A Shaw
Respondent: British Steel Limited
Heard at: Leeds **On:** 23rd June 2017
Before: Employment Judge Lancaster

Representation

Claimant: In person
Respondent: Mr D Jones.solicior

JUDGMENT

1. The Claimant was unfairly dismissed.
2. There is no deduction for contributory conduct or for failure to comply with ACAS code of practice.
3. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal, as follows:
 - 3.1 A basic award (calculated on the basis of 9 years continuous employment for 5 of which the Claimant was not below the age of 22; 7 weeks' wages capped @ £479.00) £3353.00
 - 3.2 A compensatory award in the sum of 2 weeks net wages £738.46
4. The Claimant was dismissed without notice and in breach of contract.
5. The Respondent is ordered to pay to the Claimant damages for breach of contract in lieu of 9 weeks' net wages £3323.07
6. The Respondent has made an unlawful deduction from the wages properly payable to the Claimant for the period of 4 weeks and 3 days from 7th November until termination by not paying full company sick pay to which he is contractually entitled.
7. The Respondent is ordered to pay to the Claimant compensation for the excess of the net sick pay due over the statutory sick pay actually paid £1228.00

Case: 1800284/2017

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.

Employment Judge Lancaster

Date: 27 June 2017