



EMPLOYMENT TRIBUNALS

Claimant: Mr D A Baines
Respondent: Design Buro Ltd

Heard at: Birmingham (by telephone)

On: 12 – 13 April 2021
Before: Employment Judge Meichen (sitting alone)

Appearances

For the claimant: in person

For the respondent: Mr J Pitt, Director

JUDGMENT

1. The respondent breached the claimant's contract, by failing to pay him the expenses and interest upon expenses which he was entitled to. The respondent is ordered to pay the claimant £6625.14 which is the outstanding expenses and interest owed to the claimant.
2. The claimant was constructively unfairly dismissed by the respondent. The respondent is ordered to pay the claimant:
 - a. A basic award of £1837.50.
 - b. A compensatory award of £980.55.
3. The claimant is not entitled to a payment for unpaid notice pay.
4. The respondent did not breach the ACAS code on grievances and no uplift is awarded.
5. The respondent is ordered to pay the claimant £500 for loss of statutory rights.
6. The grand total to be paid by the respondent to the claimant is £9943.19.

Employment Judge Meichen

26 April 2021

Reasons for the judgement 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.