



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr JJ Norman

AND

Respondent

(1) Dolphin Lifts Midlands Ltd
(2) DLM Building & Maintenance Ltd

JUDGMENT MADE AT A CVP/HYBRID HEARING

HELD AT Birmingham

ON 14, 15 & 18 January 2021

EMPLOYMENT JUDGE Hughes

Representation

For the Claimant: Mrs Wilcox (family member)

For the Respondent: Mr D Flood, Counsel

JUDGMENT

The decision of the Employment Tribunal is that:

- 1 The second respondent was the claimant's employer at the material time and is the correct respondent to these proceedings.
- 2 The claimant's claim for unauthorised deductions from wages in respect of accrued annual leave is well-founded and the second respondent is ordered to pay the agreed net sum of £691.04 in respect of that claim.
- 3 The claimant's claim for constructive unfair dismissal is well-founded. The second respondent is ordered to pay compensation of £14,607.60 net in respect of that claim. The compensation comprises of a basic award of £3,600.00, loss of

statutory rights of £500.00 and wage loss for the period 29 April 2019 to 31 October 2019 of £10507.60 net. The recoupment regulations do not apply.

4 The total sum payable to the claimant by the second respondent is £15,298.64.

Employment Judge Hughes
19 January 2021

Note

Reasons for the judgment were given orally at the hearing. Written reasons were requested by the respondents, and will be provided when time permits. A copy will be displayed on the Employment Tribunal's website in accordance with present practice and the principle of open justice.