



EMPLOYMENT TRIBUNALS

Claimant: C

Respondent: Openreach Limited

Heard at: Nottingham by CVP

On: 12, 13, 14, 15 and 16 February 2021
28 May 2021

Before: Employment Judge Victoria Butler (sitting alone)

Representatives

Claimant: In person

Respondent: Ms B Clayton, Counsel

Covid-19 statement:

This was a hybrid hearing – the Claimant attended in person at the Tribunal and the Respondent attended remotely by Cloud Video Platform. The parties did not object to the case being heard on this basis. It was not practicable to hold a fully face-to-face hearing because of the Covid-19 pandemic

JUDGMENT

1. The Claimant's claim that he was unfairly dismissed is well-founded and succeeds.
2. The Respondent is ordered to pay the Claimant a basic award in the amount of £6,825 and a compensatory award in the amount of £5,373.51.
3. By consent, the Respondent will pay the Claimant £114.54 in respect of 5.96 hours' holiday pay outstanding on the termination of his employment.
4. The Claimant's claim for a redundancy payment is not well-founded and fails.

Employment Judge Victoria Butler

Date: 28 May 2021

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.