



EMPLOYMENT TRIBUNALS

Claimant: Mr E Parkinson
Respondent: Hatch Interiors Ltd

Heard at: East London Hearing Centre
On: 21 and 22 January 2021
Before: Employment Judge Burgher

Appearances

For the Claimant: Mr L Jegede (Solicitor)
For the Respondent: Ms S Morgan (Litigation Consultant)

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing Cloud Video Platform and was fully remote. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

1. The Claimant's claim for unfair constructive dismissal succeeds.
2. The Claimant's claim for unlawful deduction of wages succeeds.
3. The Respondent is ordered to pay the Claimant £6880.43 consisting of the following sums:

3.1 Unpaid wages for June, July and August 2019	<u>£3376.37</u>
3.2 Unfair dismissal	
3.2.1 Basic award for unfair constructive dismissal (3 x £423.85)	£1271.55
3.2.2 Compensatory award for unfair dismissal	
3.2.2.1 6 weeks pay at £288.75	£1732.51
3.2.2.2 Loss of statutory rights	£500
3.2.2.3 Total compensatory award	£2232.51

Total unfair dismissal award (basic + compensatory) **£3504.06**

4. The recoupment provisions apply.

4.1 Grand total **£3504.06**

4.2 Prescribed element **£2232.51**

4.3 Period of Prescribed element from 29 August 2019 to 9 October 2019

4.4 Excess Grand total over prescribed element **£1271.55**

Employment Judge Burgher
Date: 22 January 2021