



EMPLOYMENT TRIBUNALS

Claimant: Mr Jason King

Respondent: Peter's Food Services Limited

Heard at: Cardiff via CVP

On: 5th to 7th December 2022

Before: Employment Judge Grubb
(sitting alone)

REPRESENTATION:

Claimant: Ms Hosseini

Respondent: Mr Rushton (Counsel)

Judgment

1. The complaint of unfair dismissal is well-founded. This means the respondent unfairly dismissed the claimant contrary to section 100(1)(e) of the *Employment Rights Act 1996*.
2. The period of loss over which the Claimant can claim a compensatory award is limited to 2 weeks under the principles of *Polkey v A E Dayton Services*.
3. The claimant's complaint that there was an unauthorised deduction from their wages is not well-founded.
4. The claimant's complaint of wrongful dismissal is not well founded.
5. The Respondent shall pay the Claimant the agreed sum of £1,092 for compensation for unfair dismissal. Comprising of:
 - a £364 for the basis award; and

b £728 for the compensatory award.

These sums are awarded in gross. The respondent shall make the appropriate deductions of tax and national insurance.

Employment Judge Grubb

Date: 7th December 2022

REASON SENT TO THE PARTIES ON 9 December 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

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.