



EMPLOYMENT TRIBUNALS

Claimant: Terence Jones

Respondent: Dinas Windows Ltd

Heard at: Cardiff

On: 12th April 2022

Before: Employment Judge H. V. Dieu

Representation

Claimant: In person

Respondent: Nicholas Madge

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded.
2. The Respondent shall pay the Claimant £4,433.40 (calculated as £4,926 less a contributory reduction of 10%) in respect of basic award and £2,779.20 in respect of compensatory award (calculated as £1,970.40 notice pay and £500 loss of statutory rights uplifted for failure to follow ACAS by 25% and reduced for contributory fault of 10%).
3. The Claimant's claim for wrongful dismissal is well found but no compensation will be awarded due to the successful unfair dismissal claim.
4. The recoupment provisions apply to this judgment

Employment Judge **H. V. Dieu**

Date 12th April 2022

JUDGMENT SENT TO THE PARTIES ON 19 April 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.