



EMPLOYMENT TRIBUNALS

Claimant
Mr D Wade

Respondent
Jansen UK Ltd

Heard at: Leeds by CVP **On:** 8 February 2023
Before: Employment Judge Davies

Appearances

For the Claimant:

Ms Harty (counsel)

For the Respondent:

Ms Kennedy-Curnow (Peninsula)

JUDGMENT

1. The Claimant's complaint of unfair dismissal is well-founded and succeeds.
2. The chance that the Claimant would have been fairly dismissed in any event is nil.
3. The Claimant has not failed to take reasonable steps to mitigate his loss.
4. The Respondent must pay the Claimant a basic award of **£1632**.
5. The Respondent must pay the Claimant a compensatory award of **£37440.52**.
6. That is the capped figure of 52 weeks' pay calculated in accordance with s 124(1)(b), s 220 and s 221 Employment Rights Act 1996, based on gross weekly pay of £692.31 and employer's pension contributions of £120 per month or £27.70 per week.

Employment Judge Davies

8 February 2023