



EMPLOYMENT TRIBUNALS

Claimant: Mr. A. Mili

Respondent: Mr. Fawaz Al-Hasawi

Heard at: London Central (by CVP)

On: 30 May 2023

Before: Employment Judge J Galbraith-Marten (sitting alone)

Appearances

For the Claimant: Mr. M. Raffell (Employment Litigation Consultant)

For the Respondent: Mr. P. Keenan, Office Manager

REMEDY JUDGMENT

The judgment of the Tribunal is that the respondent is ordered to pay the claimant compensation for unfair dismissal of £48,515.00.

BASIC AWARD	1.5 x 3 x £544	£2,448.00
COMPENSATORY AWARD		
Immediate loss of earnings From 15.12.21 to 15.12.22	52 weeks x £807	£41,964.00
Less wages earned		£0.00
No adjustments		

Grossing Up	£30,000.00 - £2,448.00 = £27,552.00 £41,964.00 - £27,552.00 = £14,412.00 £14,412.00/0.8 = £18,015.00 £27,552.00 + £18,015.00 =	£45,567.00
Loss of Statutory Rights		£500.00
TOTAL		£48,515.00

The Employment Protection (Recoupment for Jobseeker's Allowance and Income Support) Regulations 1996 apply. For the purposes of regulation 4 of the Regulations the following figures are required:

Prescribed Element: £45,567.00

Prescribed Period: 15 December 2021 to 30 May 2023

Total Monetary Award: £48,515.00

Excess of total monetary award over prescribed element: £2,948.00

Employment Judge J Galbraith-Marten

30 May 2023

REASONS SENT TO THE PARTIES ON

30/05/2023

FOR THE TRIBUNAL OFFICE

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.