



EMPLOYMENT TRIBUNALS

Claimant: Mr P Corfield

Respondent: Hammonds Fitted Furniture

Heard at: Manchester Employment
Tribunal

On: 6th and 7th June 2024

Before: Employment Judge Thompson
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr Baker, Consultant

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the Claimant by 25%.
3. It is just and equitable to reduce the basic award payable to the Claimant by 25% because of the Claimant's conduct before dismissal.
4. The breach of contract in relation to notice pay is well-founded.

5. The Respondent shall pay the Claimant the following sums:
 - (a) A basic award of £7,021.35.
 - (b) A compensatory award of £4,012.64.

6. The above sums include the deductions under paragraphs 2 and 3 above and include a reduction for benefits received by the Claimant in the sum of £480.

7. The Respondent shall pay the Claimant £5,000.19 by way of damages for breach of contract. This figure has been calculated using net pay.

Employment Judge Thompson

Date 12th June 2024

JUDGMENT SENT TO THE PARTIES ON

26 June 2024

FOR THE TRIBUNAL OFFICE

(1) Any person who without reasonable excuse fails to comply with an Order to which section 7(4) of the Employment Tribunals Act 1996 applies shall be liable on summary conviction to a fine of £1,000.00.

(2) Under rule 6, if this Order is not complied with, the Tribunal may take such action as it considers just which may include (a) waiving or varying the requirement; (b) striking out the claim or the response, in whole or in part, in accordance with rule 37; (c) barring or restricting a party's participation in the proceedings; and/or (d) awarding costs in accordance with rules 74-84.

(3) You may apply under rule 29 for this Order to be varied, suspended or set aside.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2409274/2023**

Name of case: **Mr P Corfield** v **Hammonds Fitted Furniture**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 26 June 2024

the calculation day in this case is: 27 June 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office