



EMPLOYMENT TRIBUNALS

Claimant: Mr C Halil
Respondent: Print Outlet Limited
Heard at: East London Hearing Centre (in public; by CVP)
On: 7 February 2024
Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: Ms C Novell, counsel
For the respondent: Did not attend

JUDGMENT

1. The respondent is ordered to pay to the claimant within 14 days of the date of this order the total sum of £4786.68 as compensation for unfair dismissal, which is made up as follows:
 - a. Basic award (section 118(1)(a) Employment Rights Act 1996): £2893.50.
 - b. Compensatory award (section 118(1)(b) Employment Rights Act 1996): £1646.24. This figure is made up as follows:
 - i. Loss of statutory rights: £500
 - ii. Loss of earnings: £1070.44
 - iii. Loss of pension: £75.80
 - c. 15% uplift on the compensatory award for failure to follow ACAS code of practice (section 207A(2) Trade Union and Labour Relations (Consolidation) Act 1992): £246.94.
2. The respondent is ordered to pay to the claimant within 14 days of the date of this order two weeks' gross pay (subject to the statutory cap): £1286 for failure to provide a statement of terms and conditions of employment (section 38 Employment Act 2002).

Employment Judge Gordon Walker

7 February 2024

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 (except judgments under Rule 52) 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.