



EMPLOYMENT TRIBUNALS

Claimants: 1 Mr M Jouhari
2 Mr M Wojsa
3 Mr D Wojdylo
4 Ms N Pinto

Respondent: London Mayfair Hotel Ltd

Heard at: London Central

On: 20, 21, 22, 23
& 24 February 2017

Before: Employment Judge H Grewal
Mr J Noblemunn & Mr P Secher

Representation

Claimants: Ms G Rezaie, Counsel

Respondent: Ms A Chute, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1 All the Claimants' complaints of direct age discrimination are not well-founded;

2 All the Claimants' complaints of breach of contract are well-founded and the Respondent is to pay the Claimants damages in the following sums –

M Jouhari - £4,236.27
M Wojsa - £ 2,099.08
D Wojdylo - £1,566.37
N Pinto - £2,294.35

3 All the Claimants' complaints of unfair dismissal are well-founded and the Respondent is to pay the Claimants compensation in the following sums –

M Jouhari - £22,561.74

M Wojsa - £13,621.04

D Wojdylo - £2,887.20

N Pinto - £12,142.74

The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the award made to M Jouhari

The monetary award is £11,305.74

The amount of the prescribed element is £9,375.56

The dates of the period to which the prescribed element is attributable are 23 April 2016 to 24 February 2017.

The amount by which the monetary award exceeds the prescribed element is £1,930.18.

4 The Respondent is to pay the following costs to the following two Claimants in respect of the Tribunal fees paid by them –

D Wojdylo - £1,200

N Pinto - £450

Employment Judge Grewal
27 February 2017

**Case Nos: 2207752/2016, 2207753/2016,
2207754/2016 & 2207755/2016**