



EMPLOYMENT TRIBUNALS

Claimant: Mr I Quainoo

Respondent: WGC Ltd

Heard at: London Central (by CVP)

On: 11 & 12 August 2021

Before: Employment Judge Grewal

Representation

Claimant: Mr Snelgrove, CAB advisor

Respondent: Ms F Henry, HR Director

JUDGMENT

1 The complaint of breach of contract (wrongful dismissal) is well-founded and the Respondent is to pay the Claimant the sum of £7,392.

2 The claim for holiday pay is well-founded and the Respondent is to pay the Claimant the sum of £1,713.

3 The complaint of unfair dismissal is well-founded and the Respondent is pay the Claimant compensation in the sum of £37,439.

[Basic award: £16,141

Compensatory award: £16,080

ACAS uplift for failure to follow disciplinary procedure: £4,020

2 weeks' pay increase for breach of section 4(1) ERA 1996: £1198].

Employment Judge - Grewal

Date: 12/08/2021

JUDGMENT SENT TO THE PARTIES ON

12th August 2021

FOR THE TRIBUNAL OFFICE

Note

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.