



## **EMPLOYMENT TRIBUNALS**

BETWEEN

CLAIMANT

AND

RESPONDENT

Mr Srisainaveen Burugupalli

Delphi Services Limited

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

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Held at: BRISTOL

On Wednesday, the 11<sup>th</sup> April 2018

Employment Judge: Mr David Harris

Representation:

For the Claimant: In person

For the Respondent: Mr Paul Clarke (Employment Tribunal Consultant)

## **JUDGMENT**

- 1. The Claimant was dismissed by the Respondent on the 29<sup>th</sup> March 2017.**
  
- 2. The Respondent did not show that the reason for the dismissal fell within Section 98(2) of the Employment Rights Act 1996 or was for some other substantial reason of a kind such as to justify the dismissal of the Claimant.**
  
- 3. The Claimant's dismissal was accordingly unfair.**
  
- 4. There shall be judgment for the Claimant in the total sum of £13,241.81 comprising:**
  - 4.1 a basic award in the sum of £1,437.00;**
  - 4.2 loss of earnings from the date of the dismissal to the 19<sup>th</sup> June 2017 in the sum of £5,541.51;**
  - 4.3 the cost of an expedited application for a Home Office work permit in the sum of £1,267.00;**
  - 4.3 the sum of £200.00 paid by the Claimant as an NHS surcharge when applying for his expedited work permit following his dismissal;**
  - 4.4 loss of statutory rights in the sum of £400.00;**
  - 4.5 10% uplift for failure to comply with the ACAS Code of Practice in the sum of £740.85**
  - 4.6 holiday pay in the sum of £481.87;**
  - 4.7 unpaid wages for the months of February and March 2017 in the sum of £3173.58.**

**5. The judgment sum of £13,241.81 shall be paid by the Respondent to the Claimant by 4pm on the 2<sup>nd</sup> May 2018.**

Employment Judge David Harris

Bristol

Dated the 11<sup>th</sup> April 2018

Judgment entered in Register  
and copies sent to parties on

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for Secretary of the Tribunals