



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Mr C Ospina

(1) Jack's Garage Ltd
(2) L'Unione Fa La Forza Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 29 October 2018

BEFORE: Employment Judge A M Snelson

On hearing the Claimant in person and there being no appearance or representation by or on behalf of either Respondent, neither of which has presented a response form, it is adjudged that:

- (1) The Claimant's complaint of unfair dismissal is well-founded and the Respondents are ordered to pay to him in respect thereof compensation calculated as:

Basic Award

10 x £489 (max)

£ 4,890

Compensatory Award

Loss of earnings

(8 months and 1 week @ £675 net pw £24,075

Loss of statutory rights £ 500

£24,575

Total unfair dismissal compensation

£29,465

- (2) The Claimant's complaint of wrongful dismissal (failure to give notice of dismissal) is well-founded but the Tribunal makes no separate award as the 10-week notice period is fully covered by the loss of earnings compensation under (1) above.
- (3) Pursuant to the Employment Act 2002, s38, the Respondents are ordered to pay to the Claimant the further sum of £2,700, representing four weeks' pay, on account of their failure to provide him with a written statement of the main terms of his employment.
- (4) The Respondents are jointly and severally liable to the Claimant in respect

of the awards under (1) and (3) above.

EMPLOYMENT JUDGE SNELSON
29 October 2018

Judgment entered in Register and copies sent to parties on... 30 Oct. 18

..... **for Secretary of the Tribunals**