



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON SOUTH  
**BEFORE:** EMPLOYMENT JUDGE BALOGUN  
**BETWEEN:**

Mr F Waweru

**Claimant**

And

Mobile Content Management Solutions Limited

**Respondent**

**ON:** 5 February 2020

**Appearances:**

**For the Claimant: Mr Kwperera, Legal Representative**

**For the Respondent: Mr P Bradley, HR Consultant**

**( No Response filed so Respondent only permitted to participate in respect of remedy )**

## JUDGMENT

**Employment Tribunals Rules of Procedure 2013 – Rule 21**

1. The claim of unfair dismissal succeeds. The claimant is awarded **£21863.10**, which includes a 10% uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.
2. The claim of wrongful dismissal succeeds. The claimant is awarded 3 month's notice pay of **£6285**.
3. The claim for holiday pay fails as no evidence was presented in respect of this claim.
4. The Respondent is ordered to pay the Claimant the total sum of **£28,148.10**.
5. The recoupment provisions do not apply to this award.

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Employment Judge Balogun

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Date 5 February 2020