



EMPLOYMENT TRIBUNALS

Claimant: Mr M Unachukwu

Respondent: Greenwich Services Plus Limited

Heard at: Croydon **On:** 13/1/2020 to 22/1/2020

Before: Employment Judge Wright
Mr P Adkins
Mr M O'Connor

Representation:

Claimant: Mr P O'Callaghan – counsel

Respondent: Miss D Masters - counsel

JUDGMENT

It is unanimous judgment of the Tribunal that the claimant's claims are determined on the following basis:

1. The claimant did not have two years' service as per s.108 Employment Rights Act 1996 and therefore, he cannot claim unfair dismissal. That claim fails.
2. The claim of wrongful dismissal succeeds.
3. The claims of harassment and victimisation in respect of the comment in the report dated 25/1/2018 are well-founded and succeed.

4. The claims for fixed-term employee discrimination and holiday pay were dismissed upon withdrawal by the claimant on 31/5/2019.
5. The Tribunal made a recommendation.

Remedy

6. For wrongful dismissal, the Tribunal awards the claimant the sum of £18,070.97. This is uplifted by 25% as per s. 207A Trade Union Labour Relations (Consolidation) Act 1992 = £4,417.74, giving a total net sum of £22,588.71.
7. The sum awarded for injury to feelings was £8,600, uplifted by 25% as per s. 207A Trade Union Labour Relations (Consolidation) Act 1992 = £2,150, giving a total gross sum of £10,750.
8. The interest due was calculated to be £1,376.
9. The total sum due to the claimant is therefore £34,714.71.
10. The provisional remedy hearing listed for 10/7/2020 is no longer needed and is vacated.

22/1/2020

Employment Judge Wright