



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Samb  
**Respondent:** PWA Services Limited  
**Heard at:** East London Hearing Centre  
**On:** 28 September 2020  
**Before:** Employment Judge Jones

## Representation

**Claimant:** Ms C Step-Marsden of Counsel  
(with Claimant and Ms Ikanik, GMB Union)  
**Respondent:** No attendance or appearance

# REMEDY JUDGMENT

**The judgment of the Tribunal is that:-**

**The Claimant was unfairly dismissed.**

**The Claimant was wrongfully dismissed.**

**The Respondent unlawfully deducted the Claimant's holiday pay.**

**The Claimant is entitled to the following remedy for his successful claims:**

*Basic Award - £445.73 (monthly wage) x 3 (1.5 x 2) = £1,337.19*

Compensatory Award –

Wages from October 2019 – October 2020 = 52 x £359.17 (net wage) = £18,676.86

Pension loss £8.10pw x 52 = £421.20

Holiday pay 5 days £359.17/5 = daily rate of £71.83 x 5 = £359.17

*Total compensatory award = £19,457.23*

*Notice pay = £359.17 x 2 (2 weeks' notice) = 718.34*

Total award due to Claimant = £718.34 + 19,457.89 + £1,337.19 = £21,513.42

The Respondent is ordered to pay the total amount of £21,513.42 to the Claimant forthwith.

**Employment Judge Jones**  
**Date: 12 October 2020**