



EMPLOYMENT TRIBUNALS

Claimant: Mr W O Wong
Respondent: Chan Brothers Limited
Heard at: East London Hearing Centre
On: 21 September 2021
Before: Employment Judge Gardiner

Representation

Claimant: Mr R Robison (Free Representation Unit)
Respondent: Ms G Cheng (Counsel)
Interpreter: Ms Lee (Cantonese language)

REMEDY JUDGMENT

The judgment of the Tribunal is that:-

1. By way of remedy for the Claimant's unfair dismissal under Section 94 Employment Rights Act 1996, the Claimant is entitled to a basic award of £1254.78 calculated as follows:
 - a. 7 (years' service) x 1.5 (age related factor) x £478.01 (weekly pay) = £5019.12
 - b. Reduction by 75% for Claimant's conduct: Section 122(2) Employment Rights Act 1996.
2. The Claimant is not entitled to any compensatory award, given the Tribunal's finding at paragraph 107 of the Liability Judgment that it was inevitable that the Claimant would have been dismissed in any event had a fair process been followed.
3. The Claimant is entitled to the sum of £956.02 under Section 38 Employment Act 2002, being two weeks' pay, for the Respondent's failure to provide him

**with a statement of employment particulars, as required by Section 1
Employment Rights Act 1996.**

Employment Judge Gardiner

23 September 2021