



EMPLOYMENT TRIBUNALS

Claimant: Mr Juncal Pujols Sanchez

Respondent: Bay Dining Ltd

Heard via Microsoft Teams (London Central) On: 18, 19 October 2021

Before: Employment Judge Davidson
Ms T Shaah
Mr R Baber

Representation

Claimant: Mr F Clarke, Caseworker

Respondent: Ms L Phan, Director

Interpreter: Ms F Berta

JUDGMENT

It is the unanimous decision of the tribunal that:

1. The claimant's claim of unfair dismissal succeeds;
2. The claimant's claim that he was not provided with a statement of terms and conditions of employment succeeds;
3. The claimant's claim for trade union detriment succeeds.

The respondent is ordered to pay the following sums to the claimant:

Basic award	£ 709.70
Compensatory award	£2,554.85
ACAS uplift	£816.14
Failure to provide s1 statement	£601.34
Loss of statutory rights	£300.00
TOTAL	£4982.03

Employment Judge Davidson
Date 19 October 2021

JUDGMENT SENT TO THE PARTIES ON

19/10/2021

FOR EMPLOYMENT TRIBUNALS

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions: Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Video hearing

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was Microsoft Teams. There were technical issues with Cloud Video Platform (CVP) and the hearing was changed to a Teams hearing. No members of the public sought to attend. A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.