



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

Mr W Augustine

Data Cars Limited

Held at Croydon (By video)

On 3 November 2021

BEFORE: Employment Judge Siddall (Sitting Alone)

Representation

For the Claimant: In person

For the Respondent: Mr H Skudra

JUDGMENT ON REMEDY FOLLOWING REMITTAL BY THE EMPLOYMENT APPEAL TRIBUNAL

The decision of the tribunal is:-

- 1.It is declared that the Respondent failed to pay the Claimant the National Minimum Wage. The sum he is awarded is increased to a total of £3680.37 gross.
- 2.The Claimant is awarded an uplift of 12.5% in relation to the damages awarded to him for wrongful dismissal, a sum of £58.13 (12.5% of £465).
- 3.The Claimant is awarded a sum of £425.44 in relation to mobile phone charges in accordance with section 24(2) of the Employment Rights Act 1996.
- 4.The total award made to the Claimant is £4163.94.

Employment Judge Siddall
Date: 18 November 2021