



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Williams

**Respondents:** (1) APB (London) Investment Limited  
(2) Ying Xu  
(3) Wei Ping Xu

**Heard at:** East London Hearing Centre

**On:** 26 November 2021

**Before:** Employment Judge Porter (sitting alone)

## Representation

**Claimant:** Mr A Sendall, counsel

**Respondents:** Not in attendance

# JUDGMENT

The judgment of the Tribunal is that:

1. Each of the respondents subjected the claimant to detriment within the meaning of s47B Employment Rights Act 1996.
2. The first respondent is vicariously liable for the detrimental treatment of claimant by the second and third named respondents.
3. The claim under s47B Employment Rights Act 1996 is well-founded.
4. The claimant was automatically unfairly dismissed within the meaning of s103A Employment Rights Act 1996. His claim under that statutory provision is well-founded.

5. The respondents are ordered to pay to the claimant compensation of £754,380.97 (gross) for the detrimental treatment under s47B Employment Rights Act 1996. Each of the respondents is jointly and severally liable for payment to the claimant of this sum.
6. The first respondent is ordered to pay to the claimant compensation for unfair dismissal in the sum of £3,728, comprised as follows:
  - a. Basic Award: £3,228.00
  - b. Compensatory Award:  
Loss of statutory rights £ 500.00
7. The compensatory award does not include compensation for loss of earnings because this was included in the order for compensation under s47B Employment Rights Act 1996. The claimant is not entitled to double recovery.
8. The recoupment regulations do not apply.

**Employment Judge Porter  
Date: 21 December 2021**