



EMPLOYMENT TRIBUNALS

Claimant: Mr P Badu
Respondent: Brooknight Security Limited
Heard at: East London Hearing Centre
On: 28th January 2022
Before: Employment Judge Reid
Members: Mr J Quinlan
Mr J Webb

Representation

Claimant: in person
Respondent: Ms J Barnett, Holly Blue Employment Law

JUDGMENT (Remedy)

The Tribunal makes the following awards of compensation, calculated as set out below:

A Unfair dismissal compensation

Basic award

Gross weekly pay £400 x 1.5 x 10 years = £6,000
Decrease by 75% (judgment para 58) £4,500
TOTAL £1,500

Compensatory award

3 weeks net pay (judgment para 56)
March, April May 2020 net pay = £3,330.52
Average weekly pay = £256.19

3 x £256.19 = £768.57
Plus loss of statutory rights £300
= £1068.57
Increase at 20% (judgment para 57) = £213.71
= £1282.28
Decrease by 75% (judgment para 59) = £961.71

TOTAL £320.57

TOTAL UNFAIR DISMISSAL = £1,820.57

B Holiday pay

6.99 days (judgment para 29)

1 days' pay = 1/5 of weekly pay at normal working hours

Gross weekly pay = £400

Day's pay =£80

6.99 days x £80 = £559.20

Less 396.47 already paid

TOTAL FOR HOLIDAY PAY = 162.73

TOTAL A+B = £1983.30

**Employment Judge Reid
Dated: 28th January 2022**