



# EMPLOYMENT TRIBUNALS

London Central Employment Tribunal (remote) on 1st February 2022

*Claimant*

**Chibueze Ekeanyanwu**

**Between**

**&**

*Respondent*

**Cordant Security Limited**

**Before**

Judge M Aspinall (Sitting as an Employment Judge)

**Appearances**

Mr Ekeanyanwu (in person)  
Miss Rezaie (counsel for the Respondent)

## Full Merits Hearing Judgment

Having heard from the Claimant and from counsel for the Respondent, I find:

1. That the Respondent was contractually required to offer the Claimant 259.42 hours of paid work between 12th June 2020 and 25th February 2021 - or to pay him for any of those 259.42 hours that they did not offer to him in that period. This was their "Minimum Hours Obligation".
2. That the Respondent, in fact, offered the Claimant 707.49 hours between September 2020 and January 2021. The Claimant worked and was paid for those 707.49 hours.
3. That the Respondent offered 448.07 hours more work to the Claimant in that 4 month period than the Minimum Hours Obligation required for the entire 12 month period.
4. That the Respondent had, therefore, met all of their obligations to pay wages to the Claimant which were properly due on the date his employment ended.
5. That the claim for unlawful deduction from wages is not made out and is dismissed.

**Judge M Aspinall on Tuesday, 1st February 2022**

Note

Reasons for this judgment having been given orally at the hearing, written reasons will not be provided unless they are requested - by either party - within 14 days of this notice being sent.

**PUBLIC ACCESS TO EMPLOYMENT TRIBUNAL DECISIONS**

Judgment and reasons for judgments are published in full. These can be found online at **[www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions)** shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

Copy sent to the parties on: 01/02/2022

Signed:.....  
FOR THE TRIBUNAL OFFICE