



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Robert Bialas  
**Respondent:** Vaultex UK Ltd  
**Heard at:** East London Hearing Centre  
**On:** 5 October 2022  
**Before:** Employment Judge S Knight

## Representation

**Claimant:** In person, unrepresented  
**Respondent:** Andrew Graham, solicitor

# JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent is ordered to pay the Claimant £6,139.92.
3. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
  - (1) The total monetary award for unfair dismissal is £6,139.92.
  - (2) The prescribed element is £2,343.52.
  - (3) The prescribed element relates to 13 October 2021 to 5 October 2022.
  - (4) The amount by which the total monetary award for unfair dismissal exceeds the prescribed element is £3,796.40.

**Employment Judge S Knight**  
**Dated: 13 October 2022**