



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Franco de Godoy

**Respondent:** H & L Trading Limited

**Heard at:** London South via CVP

**On:** 16 December 2022

**Before:** Employment Judge Beckett  
Ms S Khawaja  
Ms A Rodney

## Representation

**Claimant:** In Person

**Respondent:** Mr Jim Han  
Ms Lynn Wang

# REMEDY JUDGMENT

Upon the Tribunal previously having entered judgment that the Claimant has been unfairly dismissed through protected disclosure, and that his claims for notice pay and failure to provide the claimant with written particulars of employment are well-founded

It is the judgment of the Tribunal that:

1. The Respondent shall pay to the Claimant the total sum of £23,192.40, comprising a Basic Award of £738.40 and a Compensatory Award of £22,454. This award is net.
2. The Compensatory Award consists of a sum for loss of earnings of £17,056; expenses of £150; a payment for failure to provide written statement of particulars of employment of £656; notice pay of £328; and an uplift to the Compensatory Award of 25% for the Respondent's failure to comply with ACAS Code on Disciplinary and Grievance Procedures.
3. Recoupment may apply to this award. For the purposes of regulation 4 of the Employment Protection (Recoupment of Benefits) Regulations 1996 (SI 1996/2349):

The Prescribed Element is: £17,056;

The Prescribed Period is: 12 May 2020 to 11 May 2021;

The total monetary award is: £23,192.40;

The excess of the total monetary award over the Prescribed Element is: £6,136.40.

4. The total announced during the hearing did not include the basic award (which was separately announced) or the notice pay. These have now been added.

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**Employment Judge Beckett**

London South

Dated: 16 December 2022