



EMPLOYMENT TRIBUNALS

Claimant: Mr A Piaszczyński
Respondent: Leakers Limited
Heard at: Bristol (by video – CVP) **On:** 17 and 18 April 2023
Before: Employment Judge Livesey

Representation
Claimant: Mr Gracka, consultant
Respondent: Mrs Parkins, Director

JUDGMENT

1. The Claimant's application to strike out the response is dismissed.
2. The Claimant's complaint of unfair dismissal succeeds and he is awarded the following compensation;
 - (i) A basic award in the sum of £2,040.00;
 - (ii) A compensatory award in the sum of £12,575.21,both sums have having been reduced by 50% under ss. 122 (2) and 123 (6) of the ERA 1996 and then increased by 25% under s. 207A of the TULR(C)A 1992.
3. The Claimant did not receive amendments to his terms and conditions of employment in breach of ss. 1 and 4 of the ERA and he is entitled to the further sum of £1,088, being 2 weeks' pay, since it is not just and equitable to award more under s. 38 EA 2002.
4. The Claimant's complaints of breach of contract relating to notice, unpaid holiday pay and unlawful deductions from wages are all dismissed.

Employment Judge Livesey
Date: 18 April 2023

JUDGMENT SENT TO THE PARTIES ON
26th April 2023 by Miss J Hopes

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.