

# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. T Marinov  
**Respondent:** Advatex Limited  
**Heard at:** London South Hearing Centre (hybrid )  
**On** 3 May 2023  
**Before:** Employment Judge McLaren

## Representation

**Claimant:** In Person  
**Respondent:** Mr. A Hodgson, Managing Director

# JUDGMENT

The decision of the tribunal is that: -

1. The claim for unlawful deduction from wages for unpaid bonus does not succeed. The amount has already been paid.
2. The complaint of unfair dismissal succeeds. There was no fair reason for dismissal and the dismissal was both procedurally and substantively unfair .
3. The claimant is awarded a total of £2,834.54 made up of the following items: –
  - a) a basic award calculated as  $£399.75 \times 4 = £1,599$ ;
  - b) a compensatory award of eight days unpaid wages being £639.60, together with an uplift of 15% for failure to follow the ACAS code of conduct (being £95.94), a total compensatory award of £735.54; and
  - c) compensation for loss of statutory rights in the sum of £500.

F. McLaren

Employment Judge McLaren

Date 03/05/23

JUDGMENT & REASONS SENT TO THE PARTIES ON  
Date 24/05/23

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Notes

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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.