



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Lane

**Respondent:** Getir UK Limited

**Heard at:** Nottingham On: 16 and 17 August 2023

**Before:** Employment Judge I Omambala KC (sitting alone)

**Representation:**

**Claimant:** Litigant in Person

**Respondent:** Gareth Price (Counsel)

## JUDGMENT

The claim for automatically unfair dismissal contrary to section 104 of the Employment Rights Act 1996 is unsuccessful and is dismissed.

The claim for breach of contract is well founded and succeeds.

The Tribunal awards an uplift of 20% in respect of the damages awarded by reason of the Respondent's failure to comply with the ACAS Code of Practice on Disciplinary and Grievances.

1. The Respondent is ordered to pay the Claimant the following sums:-
  - (i) wages due in the sum of £417.10 (g)
  - (ii) holiday pay accrued in the sum of £760 (g)
  - (iii) an uplift of 20% in the sum of £235.42.

The total sum payable is £1,412.52.

Employment Judge Omambala KC

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Date: 17 August 2023

JUDGMENT SENT TO PARTIES ON

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FOR THE TRIBUNAL OFFICE