



EMPLOYMENT TRIBUNALS

Claimant: Mr Onosakponone Emuemukoro
Respondent: Herongrange Recruitment & Training Solutions Limited
Heard at: East London Hearing Centre (by CVP)
On: 5 September 2023
Before: Employment Judge Brewer

Representation

Claimant: Ms A Amesu, Counsel
Respondent: Mr B Sidwell, Owner/Director

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claim for unfair dismissal succeeds.
2. The claimant's claim for notice pay succeeds.
3. The claimant's claim for unpaid accrued untaken annual leave succeeds.

Remedy:

1. The respondent shall reinstate the claimant to his original role.
2. The respondent shall pay to the claimant the following:
 - a. A basic award of £884.00.
 - b. Compensation for loss from dismissal to today, 5 September 2023, of £9,618.76.
 - c. A 25% uplift on the above sum of £2,404.69.
 - d. Compensation for ongoing loss from 6 September 2023 until reinstatement or any further determination of £42.84 per day.
 - e. A 25% uplift on the above sum of £10.71 per day.

- f. Notice pay in the sum of £712.76.
- g. Accrued untaken holiday pay in the sum of £1,526.28.

**Employment Judge Brewer
Dated: 5 September 2023**