



EMPLOYMENT TRIBUNALS

Claimant: Mr Perminder Kundi

Respondent: Stepway CIO

Heard at: Birmingham

On: 11, 12, 13, 14, 15 September 2023

Before: Employment Judge Meichen, Mrs E Shenton, Ms S Outwin

Appearances

For the claimant: Mr Cottam & Mr Jewell

For the respondent: Ms McGrath

JUDGMENT

1. The claimant was refused permission to amend to include allegations that he was not paid national minimum wage and had not taken any holiday during his employment with the respondent.
2. The claimant was unfairly dismissed by the respondent.
3. The claimant was wrongfully dismissed by the respondent.
4. The other claims brought by the claimant fail and are dismissed.
5. There was no percentage chance that the claimant could have been fairly dismissed.
6. The claimant contributed to his dismissal by his blameworthy conduct and a 10% deduction will be applied to the compensatory award to reflect that.
7. The respondent is ordered to pay the claimant compensation as follows:
 - a. Two weeks' notice pay at £269.24 (this figure was agreed).
 - b. A basic award of £269.24 (this figure was agreed).
 - c. Loss of statutory rights £500.

- d. A compensatory award of £5128.82 (calculated as 10 months loss of earnings = $10 \times 583.33 = 5833.30$ – 1 weeks earnings received from the

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respondent after dismissal = $5833.30 - 134.62 = 5698.68$ – 10% reduction for contributory conduct = £5128.82.

- e. Grand total = £6167.28.

8. The recoupment provisions do not apply.

Employment Judge Meichen

18.9.23

Sent to the parties on:

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For the Tribunal:

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Reasons for the judgement 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.

