



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Duda  
**Respondent:** David Wood Baking LTD  
**Heard at:** Mold Law Courts  
**On:** 3 October 2023  
**Before:** Employment Judge Othen

## Appearances

For the Claimant: In person (with interpreter)  
For the Respondent: Mr Harthan, Counsel.

## JUDGMENT

1. The Respondent is ordered to pay to the Claimant a total sum of £20,106.08 for his claim of unfair dismissal, comprising £992.44 for the basic award and £19,113.64 for the compensatory award, to which the statutory cap was applied. The prescribed element is £18,713.64 and 22 January 2020 to 3 October 2023 is the prescribed period.

Employment Judge Othen  
Date – 3 October 2023

JUDGMENT SENT TO THE PARTIES ON 11 October 2023

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.

**Public access to employment tribunal decisions**

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.