



EMPLOYMENT TRIBUNALS

Claimant: Mr Michal Michalicki-Komar
Respondent: Elmech Ltd
Heard at: East London Hearing Centre
On: 22nd November 2023
Before: Employment Judge K Smyth

Representation

For the Claimant: In person
For the Respondent: Ms Barter (Solicitor)

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded.
2. The Respondent shall, by 4pm on 6th December 2023, pay to the Claimant £99.25.

Employment Judge K Smyth

22 November 2023

Note

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

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>