



# EMPLOYMENT TRIBUNALS

## Claimants

1. Mr Rafal Choroba
2. Mrs Magdalena Morek

v

## Respondent

1. Fluid Options UK Ltd
2. ELFA Cleaning Ltd

**Heard at:** Watford

**On:** 2 & 3 November 2023

**Before:** Employment Judge Alliott (sitting alone)

## Appearances

**For Claimant 1:** In person

**For Claimant 2:** In person

**For Respondent 1:** Mr Matthew Gregson (Director)

**For Respondent 2:** Mr Jacob Tidy (solicitor)

## JUDGMENT

The judgment of the tribunal is that:

1. The First and Second Claimant's claims against the First Respondent are dismissed.
2. The First Claimant was unfairly dismissed by the Second Respondent and the Second Respondent is ordered to pay him:
  - 2.1 A basic award of £600.
  - 2.2 A compensation award of £2,740 made up of:
    - (i) £2,240 (net) loss of earnings.
    - (ii) £500 loss of statutory rights.
3. The First Claimant was dismissed in breach of contract in respect of notice and the Second Respondent is ordered to pay damages to him of £560.
4. The Second Claimant was unfairly dismissed by the Second Respondent and the Second Respondent is ordered to pay her:
  - 4.1 A basic award of £1,050.

- 4.2 A compensation award of £2,698, made up of:
- (i) £2,198 (net) loss of earnings.
  - (ii) £500 loss of statutory rights.
5. The Second Claimant was dismissed in breach of contract in respect of notice and the Second Respondent is ordered to pay damages to her of £942.
6. The Second Respondent has failed to pay the Second Claimant's holiday entitlement and is ordered to pay her £314.

Note:

Recoupment:

Neither party was in receipt of any state benefits arising out of the dismissal during the relevant period and, as such, the recoupment provisions do not apply.

\_\_\_\_\_  
Employment Judge Alliott

Date: 6 November 2023.....

Sent to the parties on:  
3 January 2024.....

.....  
For the Tribunal Office

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.