



EMPLOYMENT TRIBUNALS

Claimant: Ms J F O Ogundeji

Respondent: Maya Residential London Ltd
Trading as AnistenHomes

Heard at: East London Hearing Centre

On: 10 January 2024

Before: Employment Judge C Lewis

Representation
Claimant: Ms S Malik - Solicitor
Respondent: Ms F Chaudhry

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 25 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£1209**.
 - (b) A compensatory award of **£25,694.00**.

Failure to provide a written statement of employment particulars

4. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,426.00**.

Wrongful dismissal /Notice Pay

5. The complaint of breach of contract in relation to notice pay is well-founded.
6. Given the compensatory award made in respect of the same period no separate award is made.

Employment Judge C Lewis
Dated: 10 January 2024