



EMPLOYMENT TRIBUNALS

Claimant: Mr R Wyrwa

Respondent: Vandemoortele Worcester (a UK establishment of Vamix NV)

Heard at: Midlands West (by Cloud Video Platform)

On: 22 November 2023, 12 and 13 February 2024

Before: Employment Judge Faulkner
Dr G Hammersley
Mrs D Hill

Representation: **Claimant** - Miss D Janusz (Employment Adviser)
 Respondent - Mr I Lovejoy (Legal Executive)

Interpreters (Polish): (On 11 November 2023) Mr M Adam
(On 12 and 13 February 2024) Ms A Kaczmarczyk

JUDGMENT

1. The Respondent's application to strike out that part of the Claim by which the Claimant sought a compensatory award for unfair dismissal is refused.
2. The Claimant is awarded compensation for unfair dismissal, to be paid to him by the Respondent, of £6,629.18, consisting of:
 - 1.1. A basic award of £6,178.41; and
 - 1.2. A compensatory award of £450.77.
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.
3. The Claimant is ordered to pay to the Respondent, on summary assessment, the sum of £2,420 in respect of the Respondent's legal costs.

Note: This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was video.

Employment Judge Faulkner
Date: 14 February 2024

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>