



EMPLOYMENT TRIBUNALS

Claimant: Mr D Uyanneh
Respondent: London United Busways Limited

Heard at: London Central (by video)

On: 24 April 2024

Before: Employment Judge E Burns

Representation

For the Claimant: In person
For the Respondent: Mr Edward Nuttman, solicitor

REMEDY JUDGMENT

- (1) The Claimant fully mitigated his loss by early July 2021, 39 weeks after the date of dismissal.
- (2) There is a 90% chance that the Claimant would have been fairly dismissed four weeks after the date of his dismissal. That would have been a dismissal with 8 weeks' notice, during which time the Claimant would have been signed off sick.
- (3) The Claimant unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to decrease the compensatory award payable to the claimant by 15% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
- (4) It would not be just and equitable to make any further deductions under sections 122(2) or 123(6) of the Employment Rights Act 1996.
- (5) The tribunal orders the Respondent to pay the following compensation to the Claimant as per the following table:

Basic Award	
11.5 weeks x £538	£6,187.00
Compensatory Award	
12 weeks x £510.08	£6,120.96
10% of 39 weeks x £510.08	£1,377.22
Loss of Statutory Rights	£500.00
Acas deduction (15%)	-£1,274.73
Total Compensatory Award	£7,223.45
Overall Total (Basic and Compensatory)	£13,410.45

Employment Judge E Burns
24 April 2024

JUDGMENT SENT TO THE PARTIES ON

24 April 2024

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FOR THE TRIBUNAL OFFICE