



Case Number: 2214829/2023

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr I Ali

Gary Care Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 15-17 May 2024

BEFORE: Employment Judge A M Snelson

On hearing the Claimant in person and Mr G Phillips, Managing Director, on behalf of the Respondent, the Tribunal determines that:

(1) The Claimant's complaint of unfair dismissal is well-founded and the Respondent is ordered to pay to pay to him compensation therefor as follows (the sums being agreed as figures):

(a)	Basic Award:	£ 1,929.00
(b)	Compensatory Award:	
	(i) Monetary loss:	£ 7,442.87
	(ii) ACAS uplift (25%):	<u>£ 1,860.72</u>
		<u>£ 9,303.59</u>
		£11,232.59

(2) The Claimant's complaint of wrongful dismissal is well-founded and the Respondents are ordered to pay to him compensation therefor in the sum of £2,359.38 (agreed as a figure).

(3) Accordingly, the total award is £13,591.97.

EMPLOYMENT JUDGE SNELSON
17 May 2024

NOTE: It appears to the Tribunal (but if in doubt the parties should take independent advice) that income tax and national insurance contributions are payable in respect of the awards under paragraphs (1)(b)(i) and (2) above. If so, provided that the Respondent makes appropriate deductions and accounts therefor to the proper authorities, payment to the Claimant of the 'net' sum will represent a valid discharge of this judgment.

Judgment entered in Register and copies sent to parties on: 30 May 2024....

..... for Office of the Tribunals