



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr M Kanuga

De La Vali Ltd (in administration)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 12 August 2024

BEFORE: Employment Judge A M Snelson (in chambers)

On considering the written representations of the Claimant;
And the Respondent having presented no response to the claims;

The Tribunal determines that:

(1) The Claimant's complaint of unfair dismissal is well-founded and the Respondent is ordered to pay to him compensation as follows.

(a) Basic Award

£643 x 2 x 1.5:

£ 1,929.00

(b) Compensatory Award

(i) Loss of earnings: 4 months @ £4,287.50:

£17,150.00

(ii) Pension contributions:

£ 440.28

(iii) Health insurance:

£ 287.00

(iv) Loss of statutory rights

£ 500.00

£18,382.28

Total unfair dismissal compensation (a) + (b):

£20,326.28

(2) The Claimant's claim under the Working Time Regulations 1998 for compensation for annual leave entitlement outstanding on the termination of his employment is well-founded and the Respondent is ordered to pay to him compensation of £2,262.00.

(3) Pursuant to the Employment Act 2002, s38, the Respondent is ordered to pay to the Claimant an enhancement of the above awards in the sum of £2,572.00 (four weeks' pay).

(4) The Claimant is not entitled to an award of costs.

- (5) The Claimant is not entitled to interest to date on any part of the above award, but this judgment will attract interest from the date on which it is sent to the parties.

EMPLOYMENT JUDGE SNELSON

Date: 12 August 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 award under paragraphs (1)(b)(i), (ii) and (iii) 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 14 August 2024

..... for Office of the Tribunals