



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr. Godwin Oloukun

Respondent: Jones Lang LaSalle Limited

Heard at: London Central Employment Tribunal

(in public; in person)

On: 4 February 2025 – 10 February 2025 excluding the weekend.

Before: Employment Judge Smart sitting alone

Appearances

For the Claimant: Mr. Oloukun for himself.

For the Respondent: Ms Susan Chan (Counsel)

JUDGMENT

The Judgment of the Tribunal is:

Liability

1. The Claim for holiday pay was dismissed upon withdrawal.
2. The Claim for wrongful dismissal is well founded and succeeds.
3. The Claim for automatic unfair dismissal in breach of section 104 Employment rights Act 1996 fails and is dismissed.
4. All the claims of direct discrimination for age, race and disability in breach of sections 13 and 39 Equality Act 2010 fail and are dismissed.
5. The Claim for a failure to make reasonable adjustments in breach of sections 20, 21 and 39 of the Equality Act 2010 fails and is dismissed.
6. The Claim for unlawful deduction of wages in breach of section 13 Employment Rights Act 1996 is well founded and succeeds.

Remedy

7. By consent the following is ordered:

- 7.1. No additional compensation is due to the Claimant for the Wrongful dismissal claim. He has already been paid for his notice period.
- 7.2. The Respondent will pay to the Claimant the amount of £632.97 gross for all outstanding unlawful deductions of wages. This will be subject to the usual deductions of Income tax etc. at source by the respondent.

Other matters

8. At the conclusion of the hearing, the Claimant requested written reasons for the liability judgment. These will be provided as soon as possible.

Judgment approved by :
EMPLOYMENT JUDGE G SMART

On: 10 February 2025

Judgment sent to the parties on

18 February 2025

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For the Tribunal Office

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