



EMPLOYMENT TRIBUNALS

Claimant: Mr. J Jefferies

Respondent: Emmaus South Wales

Heard at: Cardiff, in person

On: 3 and 4 February 2025

Before: Employment Judge Cawthray

Representation

Claimant: Mr. J Stevens, trade union representative – not legally qualified

Respondent: Ms. Del Jones, CEO – not legally qualified

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded and the Respondent is ordered to pay a basic award of £2,316.60 and a compensatory award of £5,004.50 (including ACAS uplift of 25%);
2. The Claimant's claim for wrongful dismissal is well-founded. No separate award is payable as compensation for unpaid notice is factored into the compensatory award.

Approved by Employment Judge Cawthray

4 February 2025

JUDGMENT SENT TO THE PARTIES ON

7 February 2025

Kacey O'Brien
FOR THE TRIBUNAL OFFICE

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/>