



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Malak  
**Respondent:** Currys PLC  
**Heard at:** Nottingham **On:** 3 April 2025  
**Before:** Employment Judge Clark (sitting alone)

## Representation

**Claimant:** Mr W Malak in person.  
**Respondent:** Failed to enter a response.  
Did not attend and was not represented.  
No application received to participate.

## JUDGMENT

1. The claim of unfair dismissal **succeeds**.
2. The respondent shall pay the claimant £10,692.20 made up of: -
  - a. a basic award of £10,192.20.
  - b. a compensatory award of £500.
3. The claims of disability discrimination **succeed**.
4. The respondent shall pay the claimant damages made up of the following: -
  - a. For injury to feelings, the sum of £18,493.42, of which £993.42 is statutory interest at 8% between 18 July 2024 and 3 April 2025.
  - b. For financial loss, the sum of £4,860.25, of which £134.65 is statutory interest at 8% between the midpoint of 18 July 2024 to 3 April 2025 and today.
5. As the total damages and compensation to be paid of £34,045.87 is liable to be taxed and exceeds the tax-free limit of £30,000, the balance of £4,045.87 is grossed up at the claimant's marginal tax rate of 20% to £5,057.34.

6. The total payable to the claimant is therefore **£35,057.34**.
7. The recoupment provisions do not apply as although jobseekers' allowance was paid to the claimant in what would be the prescribed period, no award has been made in the claim under s.111 of the Employment Rights Act 1996 for a prescribed element.

Employment Judge Clark

Date: 3 April 2025

JUDGMENT SENT TO THE PARTIES ON

....25 April 2025.....

.....

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](http://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/>