



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. M. Osemene  
**Respondent:** Mitie Limited  
**Heard at:** London South Employment Tribunal (via CVP video conference)  
**On:** 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> May 2025<sup>1</sup>  
**Before:** Employment Judge Sudra  
Sitting with non-legal members, Mr. S. Townsend and Ms. N. Murphy

**Appearances:**

Claimant: Mr. A. Otchie of Counsel  
Respondent: Mr. K. Harris of Counsel

## ORAL JUDGMENT

The unanimous decision of the Tribunal is that the Claimant's complaints of,

- (i) 'Ordinary' unfair dismissal is well founded and is upheld.
- (ii) Direct race discrimination is not well founded and is dismissed.
- (iii) Victimisation is not well founded and is dismissed.

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<sup>1</sup> Deliberations in Chambers on 8<sup>th</sup> and 9<sup>th</sup> May 2025 and oral judgment on 9<sup>th</sup> May 2025.

## Remedy

### Basic Award

3 x 1 week x £588 = £1,764.00p

6 x 1.5 weeks x £588 =£5,292.00p

TOTAL                    **£7,056.00p**

### Compensatory Award

Five days pay = £588.00p

Pension Loss = £ 22.60p

LOSR                = £400.00p

TOTAL                    **£1,010.60p**

Deduction of 15% for breach of the Acas code by the Claimant for not appealing his dismissal = **£859.01p**

**TOTAL AWARD = £7,056.00p + £859.01p = £7,915.01p**

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**Employment Judge Sudra**

**Date: 29<sup>th</sup> MAY 2025**

JUDGMENT SENT TO THE PARTIES ON  
11 June 2025

FOR THE TRIBUNAL OFFICE

P Wing