



EMPLOYMENT TRIBUNALS

Claimant: Mr O Ajala

Respondent: OVO Energy Ltd

Heard at: Bristol Employment Tribunal (sitting at Bristol Magistrates' Court)

On: 14-17 July 2025

Before: Employment Judge Ferguson

Representation
Claimant: Ms A Akintola, consultant
Respondent: Ms C Howells, counsel

JUDGMENT

It is the judgment of the Tribunal that:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by one third.
3. It is just and equitable to reduce the basic award payable to the claimant by one third because of the claimant's conduct before the dismissal.
4. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£3,858**.
 - (b) A compensatory award of **£15,565.38**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
 - a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is £19,423.38.
 - b. The prescribed element is £15,565.38.

- c. The period of the prescribed element is from 21 December 2023 to 17 July 2025.
- d. The difference between (1) and (2) is £3,858.

Approved by:

Employment Judge Ferguson

Date: 17 July 2025

JUDGMENT SENT TO THE PARTIES ON
31 July 2025 By Mr J McCormick

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/