



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Benmark Osuigwe  
**Respondent:** Time4U Group Limited  
**Heard at:** London East Employment Tribunal  
**On:** 6 – 9 January & 13 January 2026  
[9 January [PM] and  
[13 January 2026 [AM] in chambers]  
**Before:** Employment Judge B Beyzade  
**Members:** Mrs M Legg  
Mr P Lush

## Representation

**For the Claimant:** In person (supported by Mr C Ariwodo)  
**For the Respondent:** Mrs Jemma Fairclough-Haynes, Consultant

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**The unanimous judgment of the Tribunal is that:**

- 1.1. The claimant's complaint of automatically unfair dismissal contrary to section 103A of the Employment Rights Act 1996 is not well founded and it is hereby dismissed.
- 1.2. The claimant's complaint of unfair dismissal contrary to sections 94 and 98 of the Employment Rights Act 1996 is well founded and accordingly it succeeds. The claimant is awarded the total amount of £12,518.78 (comprising basic award £3,751.20 + compensatory award £8267.58+ loss of statutory rights £500.00). The Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349 do not apply.

**Approved By:**

**Employment Judge B Beyzade**

**Dated: 13 January 2026**