



EMPLOYMENT TRIBUNALS

Claimant: Mr M Skiepmo
Respondent: JBP Foods Ltd
Heard at: Watford Employment Tribunal (remote via video)
On: 29 January 2026
Before: Employment Judge L Wilson (sitting alone)

Appearances:
For the Claimant: In person
For the Respondent: Mr Christopher Mills (solicitor)
Polish Interpreter: Ms Beata Matusik

REMEDY JUDGMENT

1. The Respondent shall pay the Claimant £15,194.02, made up of the following:
 - a. Basic Award: £2450.75
 - b. Compensatory Award:
 - i. £350 Loss of Statutory Rights
 - ii. £6,623.37 Loss of Earnings and Mitigation
 - iii. £662.33 Acas Uplift (10%)
 - iv. £4,792.57 Holiday Pay
 - c. £315 Preparation Time

2. The recoupment provisions do not apply.

Approved by:
Employment Judge EJ Wilson
29 January 2026

SENT TO THE PARTIES ON
19 February 2026

.....
FOR THE TRIBUNAL OFFICE

Reasons for the judgement 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.