



# EMPLOYMENT TRIBUNALS

Claimant: Mr G Padda

Respondent: Hamble Food Ltd

**Heard at: Southampton by CVP**

**On: 16 April 2026**

**Before:** Employment Judge Dawson

## **Appearances**

For the claimant: Mr Ward, counsel

For the respondent: Ms Nankya, litigation consultant

# REMEDY JUDGMENT

1. The claimant's compensation is assessed as follows:
  - a. a basic award of £1600;
  - b. in respect of loss of statutory rights, £750;
  - c. in respect of loss of remuneration following the claimant's dismissal, £800;
  - d. in respect of the failure by the respondent to comply with the ACAS code on Disciplinary and Grievance Procedures, the sum of £232.50;
  - e. in respect of the failure by the respondent provide the claimant with a statement of changes to his employment terms, £800;

- f. in respect of non-payment of his bonus due in April 2022, £500; and
  - g. in respect of non-payment of holiday pay, £400
2. The respondent is ordered to the claimant pay the total sum £5082.50 as quantified above.

Employment Judge Dawson  
Date: 16 April 2026

JUDGMENT SENT TO THE PARTIES ON  
25 April 2026

Jade Lobb  
FOR THE TRIBUNAL OFFICE

## **Notes**

## **Reasons**

Summary reasons were provided orally at the hearing. Written reasons will not be provided unless requested in writing within 14 days of the date when this judgement is sent to the parties.

## **Recoupment**

The recoupment provisions do not apply to this judgement.

## **Public access to employment tribunal decisions**

Judgments and full 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/>

