



EMPLOYMENT TRIBUNALS

Claimant: Mr G Oakes
Respondent: DXCS Ltd
Heard at: Cardiff **On:** 17 April 2026
Before: Employment Judge C Sharp
(sitting alone)

Appearances

For the Claimant: In person
For the Respondent: Not in attendance and debarred

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's claim for unpaid accrued holiday pay is well-founded. The Respondent is directed to pay £192.31 gross together with an additional ACAS uplift of 10%;
2. The Claimant's claim for wages is well-founded. Inclusive of the unpaid bonus, the Respondent is directed to pay £10,320.52 gross together with an additional ACAS uplift of 10%;
3. The Claimant's claim for constructive unfair dismissal is well-founded. The Respondent is directed to pay the basic award of £1438 and a compensatory award of £9724.84 together with an additional ACAS uplift of 10%;
4. The Claimant's claim of wrongful dismissal is well-founded. No award is made as it has been dealt with in the constructive unfair dismissal claim.
5. The Tribunal has applied an ACAS uplift of 10% under s207A Trade Union and Labour Relations (Consolidation) Act 1992.

6. The total payable by the Respondent to the Claimant as directed above is £23,843.24.
7. The recoupment provisions apply.
8. The Claimant is responsible for any tax or statutory deductions which may be due on the award.

Approved by Employment Judge
C Sharp
Dated: 17 April 2026

Sent to the parties on:
19 May 2026

For the Tribunal Office:
Kacey O'Brien