



EMPLOYMENT TRIBUNALS

Claimant: L Cunha

Respondent: ONMT Ltd

Heard at: Croydon (by CVP)

On: 15, 16 June 2026

Before: Employment Judge Baran (sitting alone)

Appearances:

Claimant: R O'Brien (FRU representative)

Respondent: E White (consultant)

JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed. The respondent is ordered to pay the claimant the following:
 - (a) A basic award in the sum of **£2,138.40**; and
 - (b) A compensatory award in the sum of **£10,701.55** net of tax and National Insurance.
2. The recoupment regulations apply. The total monetary award for unfair dismissal is **£12,839.95**, being the total of the basic and compensatory awards. The prescribed element is **£10,201.55**, and the period to which that element is attributable is between **15 January 2025** and **17 February 2026**.

The amount by which the monetary award for unfair dismissal exceeds the prescribed element is **£2,638.40**.

3. This award includes an uplift of 20% pursuant to section 207A Trade Union & Labour Relations (Consolidation) Act 1992 because the respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015.

Approved by:

Employment Judge Baran

17 June 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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/