



EMPLOYMENT TRIBUNALS

Claimant: Mr D. Suleiman

Respondent: Bamboo Connect Limited

Heard at: Watford **On:** 18 March 2026
22 May 2026 (in chambers)
26 May 2026

Before: Employment Judge S. Matthews
Mr. D. Kendall
Mr. M. Bhatti MBE

Representation

Claimant: Ms.G Cullen (counsel)

Respondent: Mr. B. Frew (counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The respondent shall pay the claimant the sum of **£76,435.80** in respect of the complaint of unfair dismissal (in addition to the sum of £8301.84 already paid in respect of the complaint of unauthorised deductions).
2. The sum is calculated as set out below.

Basic award					£11,200
Loss of net earnings 1.1.25 to 14.7.25, 28 weeks x £1104.33		£30,921.24			
Minus net earnings for April 2025	£4263.42				
Total loss to 14.7.25			£26,657.82		
Loss of pension			£711.20		

(employer contribution) 28 weeks x £25.40					
Bonus for 2025			£4410		
1 year continuing loss from 14 July 2025 to 14 July 2026 52 weeks x £98.08			£5100.16		
Loss of Statutory rights			£450		
Total compensatory award				£37,329.18	
Uplift 25% for failure to comply with Acas code				£9,332.30	
Total compensatory award including Acas					£46,661.48

3. The compensatory award will be grossed up as follows:
 - 3.1 Amount of compensation up to the £30,000 tax free element =
£30,000 -£11,200 = **£18,800**
 - 3.2 Amount of compensation award that should be taxed = £46,661.48-
£18,800 = £27,861.48
 - 3.3 Therefore £27,861.48 requires grossing up.
 - 3.4 £27,861.48 divided by 0.6 (the claimant being a 40% taxpayer and all his personal allowance being used up by other earnings) = **£46,435.80**
4. The total payment to the claimant is the tax free element, the grossed up compensatory award and the basic award:
£18,800 plus £46,435.80 plus basic £11,200 = £76,435.80

Approved by:

Employment Judge S. Matthews

26 May 2026

JUDGMENT SENT TO THE PARTIES ON

30 June 2026.....

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment 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. If written reasons are provided they will be placed online.

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

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/