



EMPLOYMENT TRIBUNALS

Claimant

Mr M Broadbent

Respondent

v Ava Waste Management Group Limited

Heard at: Sheffield (by video link – Kinly Cloud)

On: 29 & 30 June 2026

Before: Employment Judge James

Representation

For the Claimant: Mr J Jotangia

For the Respondent: Mr B Hendley consultant and then Mr J Turner, Director

JUDGMENT

- (1) The claimant was unfairly dismissed (s.94 Employment Rights Act 1996)
- (2) In respect of the unfair dismissal, the claimant is entitled to a basic award of £3150 and an Acas uplift of 25%, a total of 3937.50.
- (3) In respect of the unfair dismissal the claimant is entitled to a compensatory award of £955.80 which together with an Acas uplift of 25% equals £1194.75.
- (4) The claimant was wrongfully dismissed (Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994).
- (5) In respect of the wrongful dismissal the claimant is entitled to unpaid notice in the sum of £2100, plus an Acas uplift of 25%, which equals £2625.
- (6) The claimant suffered an unauthorised deduction of wages in relation to the period 16 to 24 March 2025 (s.13 Employment Rights Act 1996).
- (7) In respect of the wages claim the claimant is entitled to the payment of £150.11 (with no uplift on this amount).
- (8) The claimant's dismissal was not treated unfavourable treatment because of something arising from disability (s.15 Employment Rights Act 1996).
- (9) The total award is £7907.36, which is payable by the respondent to the claimant within 14 days of this judgment being sent to the parties, tax free. The claimant must account to HMRC for any tax payable.

- (10) The Recoupment Regulations do not apply, since the claimant was entitled to contribution based Employment Support Allowance.

Employment Judge James

Employment Judge James
North East Region

Dated 30 June 2026

Sent to the parties on:

Date 1 July 2026

For the Tribunals Office

Reasons

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>