



EMPLOYMENT TRIBUNALS

Claimant: Olena Usata

Respondent: MC Sims Limited

Heard at: Employment Tribunal at Cardiff

On: 25 & 26 June 2026

Before: Employment Judge Grubb

REPRESENTATION:

Claimant: In person.

Respondent: Mr Arashdi.

Judgment

1. The Claimant's claim for automatic unfair dismissal under s. 104 of the *Employment Rights Act 1996* is well founded. This means that the Tribunal finds that the Claimant was unfairly dismissed.

2. The Respondent shall pay the Claimant the sum of £2,673.80 by 4pm on 10 July 2026, comprising:

a Basic Award	£267.40
b Compensatory Award of 3-weeks' loss of earnings	£802
c Compensation for failure to provide written particulars	£1,337
d Notice pay under s. 86 of the Employment Rights Act 1996	£267.40

Employment Judge Grubb

Date: 26 June 2026

JUDGMENT SENT TO THE PARTIES ON
7 July 2026

C Evans
FOR THE TRIBUNAL OFFICE

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.