



EMPLOYMENT TRIBUNALS

Claimant: Mr A. Gomes da Costa

Respondent: WM Morrison Ltd

Heard at: Cambridge Employment Tribunal (in public, by CVP)

On: 26 May 2026

Before: Employment Judge Hutchings
Mrs D. Clarke
Mr B. Smith

Representation

Claimant: in person

Respondent: Mr M. Gordon, counsel

REMEDY JUDGMENT

1. The respondent shall pay the claimant the following sums:
2. Basic award of **£1663.20 gross** calculated as follows:
 - 2.1. The Claimant was 37 at the date of his dismissal and had completed 8 years' service. He is entitled to one weeks' pay for each complete year of service as he was below the age of 41 for the period of his employment (17 November 2014 to 29 March 2023), subject to the statutory maximum.
 - 2.2. Applying the agreed weekly wage (£415.80 gross), the total basic award before any deductions is therefore £3,326.40 gross.
 - 2.3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the basic award payable to the claimant by 50%, resulting in a basic award of £1,663.20.
 - 2.4. Interest is not payable on a basic award.
3. Compensatory award of **£20.79 gross** calculated as follows:

- 3.1. One weeks pay of £415.80 for loss of statutory rights.
- 3.2. There is a 90% chance that the claimant would have been fairly dismissed in any event, reducing this award to £41.58 [$£415.80 \times 90\% = £374.22$. $£415.80 - £374.22 = £41.58$.
- 3.3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 50%, resulting in a basic award of £20.79.
4. No award is made for loss of earnings. Therefore, The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:

Employment Judge Hutchings

26 May 2026

JUDGMENT SENT TO THE PARTIES ON
30 June 2026

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FOR THE TRIBUNAL OFFICE