



EMPLOYMENT TRIBUNALS

Claimant: Mr T Duda

Respondent: Stop-Choc Limited

Heard at: Reading **On:** 24-26 June 2026

Before: Employment Judge Anstis

Representation

Claimant: Mr M Wiencek

Respondent: Mr S Keen (counsel)

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. 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 100%. It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal. In consequence there is no award of compensation for unfair dismissal.
3. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of changes to employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,400**.
4. The claimant's other claims are dismissed.

Approved by Employment Judge Anstis:
26 June 2026

JUDGMENT SENT TO THE PARTIES ON
31 July 2026

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FOR THE TRIBUNAL OFFICE

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/