



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Ngwenya  
**Respondent:** Choices Healthcare Ltd  
**Heard at:** East London Hearing Centre (by CVP)  
**On:** 27, 28, 29 30 April and 1 May 2026  
**Before:** Employment Judge Emery  
Non-legal member Dr L Rylah

## REPRESENTATION:

**Claimant:** Mr J Nthini (representative)  
**Respondent:** Mr C Ushieagu (representative)

# JUDGMENT

1. On the respondent's concession, the claimant was its employee.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The claimant The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 3 September 2023 to 5 November 2023.
4. The complaints of direct race discrimination, direct sex discrimination, and victimisation are not well founded and are dismissed.

## REMEDY AWARD

The claimant is awarded the sum of **£30,936.84**, calculated as follows:

### Unlawful deduction from wages

1. 3 September 2023 to 5 November 2023: 10 weeks x £672.54 = **£6,725.40**

### Basic award

2. The claimant was employed by the respondent for two complete years. He was aged over 40 at the date of dismissal, meaning that the award is 1.5 week's pay for each year of employment.

£672.54 x 2 years x 1.5: **£2,017.62**

### Compensatory award

3. The claimant was out of work for a total of 43 weeks in the period 12 January 2023 to 4 September 2025.

£672.54 x 43 **£22,193.82**

**Approved by:  
Employment Judge Emery  
Dated: 8 July 2026**

### **Notes**

Summary reasons for the judgment were given orally at the hearing. Full written reasons will not be provided unless a party makes a written request within 14 days of the sending of this written record of the judgment and summary reasons.

### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) and full written reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Summary written reasons are not published.

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](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions)