



EMPLOYMENT TRIBUNALS

Claimant: Mr Richard Oluyinka
Respondent: Compassion Homes Limited
Heard at: London East Hearing Centre (BY CVP)
On: 15 July 2026
Before: Employment Judge B Beyzade

Representation

For the Claimant: In person
For the Respondent: Mr Finlay Morrison, Lay Representative
(accompanied by Ms Victoria Pupe, Director)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:

- 1.1 The claimant's complaint of ordinary unfair dismissal contrary to sections 94 and 98 of the Employment Rights Act 1996 is dismissed pursuant to Rule 28 of the Employment Tribunal Procedure Rules 2024 because the Tribunal has no jurisdiction to consider the complaint due to the claimant not having the qualifying period of continuous employment required by section 108 of the Employment Rights Act 1996.
- 1.2 By consent, the claimant's complaint of unauthorised deduction from wages in respect of sick pay succeeds. The respondent agreed to pay, and the claimant agreed to accept, the sum of ONE HUNDRED AND EIGHTEEN POUNDS AND SEVENTY-FIVE PENCE (£118.75) in full and final settlement of that complaint. The respondent is ordered to pay that sum to the claimant, subject to any lawful deductions for income

tax and national insurance contributions, provided that any such deductions are remitted to His Majesty's Revenue and Customs and the claimant is properly accounted to for them.

- 1.3 The Tribunal records that, following the dismissal of the unfair dismissal complaint and the determination by consent of the unauthorised deduction from wages complaint, there are no remaining complaints before the Tribunal and these proceedings are concluded.
- 1.4 To the extent that the claimant referred during the hearing to matters concerning the respondent's refusal to support or sign documentation relating to an apprenticeship, loss of career opportunities, emotional distress, future earnings or amendments to employment records, no such complaints are before the Tribunal in these proceedings and no determination is made in relation to them. The Tribunal records that the claimant confirmed there were no further complaints before the Tribunal requiring determination.

Approved by:
Employment Judge B Beyzade
Dated: 15 July 2026