



EMPLOYMENT TRIBUNAL

Chukwuma Ifeorah

Bidvest Noonan (UK) Limited

Claimant

Respondent

Heard: in Leeds

On: 6 to 9 July 2026

Before:

Employment Judge JM Wade

Representation:

Claimant: in person

Respondent: Mr Mensah, counsel

JUDGMENT

1. The claimant's constructive unfair and wrongful dismissal claims succeed.
2. The claimant's Equality Act and Part Time Workers Regulations allegations are dismissed.
3. The claimant's damages claim succeeds and the respondent shall pay to him the following sums:
 - 3.1. £8583.35 (a Rule 22 Judgment in respect of holiday pay and deposit refund breaches, undisputed by the respondent);
 - 3.2. 3259.79 further damages in respect of holiday breaches (£2810.16 - 13.01 per hour x 12 x 18 - plus two years interest at 8% (£449.63)
 - 3.3. £2535.39 further damages in respect of wrongful dismissal (7 weeks net lost earnings at £13.01 per hour £2185.68 plus interest of 349.71 (two years).
 - 3.4. Total damages: £14 378.53
4. The sum above is increased by 25% in respect of an unreasonable failure by the respondent to comply with the ACAS code to £17,973.16.
5. The Tribunal exceptionally applies no uplift in respect of the respondent's failure to provide contract change particulars in respect of a verbal agreement – the claimant knew of the change, new of a previous written notice, and could have sought such a written confirmation from the respondent's Mr Willie at any stage, fully understanding verbal/written contractual rights and obligations (these

reasons were omitted from the Judgment and Reasons announced to the parties).

6. The respondent shall further pay to the claimant the following awards in respect of his unfair dismissal complaint:
 - 6.1. £2358.72 - the Basic Award: (calculated on gross weekly pay x7)
 - 6.2. £17,521.92 - the Compensatory Award calculated at the cap.
7. The recoupment regulations apply to the unfair dismissal compensatory award above.
8. The Prescribed period is 20 September 2024 to 14 September 2025.
9. The Prescribed sum (to be paid to the Secretary of State) is £17,021.92.
10. The amount by which the total of all sums above exceed the Prescribed Sum and must be paid directly to the claimant is: £20,831.88

Employment Judge JM Wade
9 July 2026