Case No: 6019101/2024

EMPLOYMENT TRIBUNALS

Claimant: **Mr V Pogudin**

Respondent: **ANKH Concepts Hospitality Management Ltd**

Heard at: London South **On:** **12-16 October 2026**
19 October 2026

Before: Employment Judge Atkins (sitting alone)

Representation
Claimant: In person
Respondent: Mr R Downey, Counsel

JUDGMENT

The judgment of the Employment Tribunal is as follows:

1. The claim of unfair dismissal contrary to section 94 Employment Rights Act 1996 is well founded, and it succeeds.

2. All the other claims are not well founded, and so they fail.

3. The Respondent must pay the Claimant the sum of **£11,054.12.**

The award is constituted as follows:

Basic award **£759.84**

Compensatory award
26 weeks at agreed pay, including pension contribution, of £12,477.66

Subject to the following adjustments in the order laid out:

- 'Polkey' reduction of 25%
- Uplift of 10% to reflect unreasonable failure to comply with the ACAS Code of Practice on Disciplinary Procedures 2015

- No deduction for contributory fault.

Total compensatory award:	**£10,294.28**
Total award:	**£11,054.12**

Recoupment:
The recoupment provisions apply to this award as follows:

(a) Prescribed Element:	**£8,149.28**
(b) Period of Prescribed Element:	**20/9/24 to 19/9/26**
(c) Balance to be paid immediately by the Respondent	**£2,904.84**

Employment Judge Atkins
19 October 2026

Note
Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal Judgments
All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.

ANNEX TO THE JUDGMENT

Recoupment of Jobseeker's Allowance, income-related Employment and Support Allowance, universal credit and Income Support Protective Awards

Under the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, it is the responsibility of the respondent to inform the Department for Work and Pensions (DWP) of the following information in writing:
a) name, address and National Insurance number of every employee the award relates to; and
b) the date of termination (or proposed termination) of every employee the award relates to.

This information should be sent to the DWP within 10 days of the judgment being announced at the hearing or within 10 days of the date that the judgment was sent to the parties if the judgment was reserved. If it is not reasonably practicable for the respondent to meet this deadline, the information must be sent as soon as is reasonably practicable after the 10 day period.

The remuneration due to an employee under the award should not be paid immediately. This is because the Department for Work and Pensions (DWP) has the right to recover (recoup) any Jobseeker's Allowance, income-related Employment and Support Allowance, universal credit or Income Support which it paid to the claimant after dismissal. This will be done by way of a Recoupment Notice which will be sent to the respondent usually within 21 days of receiving the above information from the respondent.

When the DWP sends the Recoupment Notice, the respondent must pay the amount specified in the Notice by the Department. The balance of the remuneration under the award is then payable to the employee(s) subject to the deduction of any tax or social security contributions. If the DWP informs the respondent that it does not intend to issue a Recoupment Notice, the respondent must immediately pay the whole of the remuneration to the claimant.

The claimant will receive a copy of the Recoupment Notice from the DWP. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the DWP in writing within 21 days. The tribunal has no power to resolve such disputes which must be resolved directly between the claimant and the DWP.