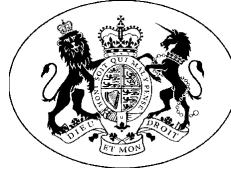


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EMPLOYMENT TRIBUNALS

Claimant: Mr J Giertl

Respondent: Lynx Dry Cleaning Supplies Ltd

Heard at: East London Hearing Centre

On: 6 July 2017

Before: Employment Judge C Hyde (sitting alone)

Representation

Claimant: In person (assisted by interpreter Ms D Cernicka)

Respondent: Mr M Iqbal (Director, assisted by Mr Y Rahman)

JUDGMENT

The judgment of the Employment Tribunal is that

1. The holiday pay claim was dismissed on withdrawal.
2. The unfair dismissal complaint under section 98(4) of the Employment Rights Act 1996 (“the 1996 Act”) was well founded.
3. The Respondent was ordered to pay to the Claimant compensation for unfair dismissal as follows:
 - a. **£930** in respect of the basic award
 - b. **£500** in respect of loss of statutory rights
 - c. **£100** increase under section 124A(a) of the 1996 Act.
4. All other claims for remedy for unfair dismissal were not well founded and were dismissed.
5. The Respondent was ordered to reimburse to the Claimant by way of a costs order, the sums of **£20** and **£950** in respect of the issue and hearing fees paid by the Claimant.

6. The complaint under section 93(2) of the 1996 Act was not well founded and was dismissed.
7. The Respondent was ordered to pay to the Claimant the sum of **£1240** representing 4 weeks' statutory pay under section 124A(b) of the 1996 Act.
8. The Respondent was ordered to pay to the Claimant the sum of **£620** representing 2 weeks' statutory pay under section 11 of the Employment Relations Act 1999.

Employment Judge Hyde

19 July 2017