



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Paul Loades  
**Respondent:** Bansal Building Limited  
**Heard at:** East London Employment Tribunal  
**On:** 3 May 2019  
**Before:** Employment Judge M Warren

## Representation

**Claimant:** Mr Burrows, counsel  
**Respondent:** Mr Bansal, Managing Director

## JUDGMENT

1. The Claimant's claim of unfair dismissal succeeds. The Respondent shall pay the Claimant £15,922.10 (made up of a Basic Award of £14,986 and a Compensatory Award of £936.10). The recoupement provisions do not apply.
2. The Claimant's claim for unpaid wages succeeds. The Respondent shall pay the Claimant £5,593.
3. For the avoidance of doubt, the total payable under the terms of this Judgment, without deduction, is **£21,515.10**.

Employment Judge Warren

Date: 3 May 2019