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THE EMPLOYMENT TRIBUNAL

SITTING AT: LONDON SOUTH

BEFORE: EMPLOYMENT JUDGE SIDDALL
(sitting alone)

BETWEEN:

Mr J Chawla-Premi

Claimant

AND

Jaguar Platinum Limited

Respondent

ON: 18 January 2017

Appearances:

For the Claimant: Mr N Shah, Solicitor

For the Respondent: Mrs P Hall, Consultant

JUDGMENT

The Judgment of the Tribunal is that:

1. By agreement, the Claimant is entitled to damages for breach of contract in relation to four week's notice pay and is awarded the sum of £1500 net of tax.
2. It is declared that the Respondent made unlawful deductions from the wages of the Claimant and he is awarded the sum of £7924.00 net of tax.
3. It is declared that the Claimant is entitled to payment for five days accrued holiday entitlement and he is awarded the sum of £346.00 net
4. The Respondent concedes that the Claimant was unfairly dismissed and the claim therefore succeeds.
5. The Claimant is awarded a basic award of £692.30 and a compensatory award of £7536.60 which includes an uplift of ten per cent to reflect the Respondent's failure to follow the ACAS Code of Practice before dismissing the Claimant.

6. The Claimant is awarded a sum of £950 representing two week's gross capped pay in accordance with section 38 of the Employment Act 2002 because the Respondent had not provided him with written particulars of his terms of employment.

Employment Judge Siddall
Date: 18 January 2017

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.