



EMPLOYMENT TRIBUNALS

Between

Claimant: Mr R Roberts

Respondent: Farkhad Temurovich Akhmedov

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

in accordance with rule 21 of the Employment Tribunal Rules of Procedure 2013

No response having been presented in form ET3 to the office of the Employment Tribunal by the Respondent within the time limit prescribed by rule 16 of the Employment Tribunal Rules of Procedure 2013 it is **adjudged** as follows:

The Tribunal finds that the complaint by the Claimant under section 111 Employment Rights Act 1996 that the Claimant was unfairly dismissed within section 103A of the 1996 Act is well founded. The Tribunal **orders** the Respondent to pay compensation to the Claimant in the sum of **£1,166,787** in accordance with the table below. The Tribunal further **orders** that such award be increased in accordance with section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992 by 25% and the Tribunal **orders** the Respondent to pay the sum of **£291,697** to the Claimant. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.

Basic award				14,670
Compensatory award				
Loss of income	5 years @ £129,600 net	648,000		
	Tax free	30,000		
	£618,000 grossed up @ 45% tax rate	1,123,636	1,153,636	
	<u>Less</u> discount for accelerated receipt @ 0.175%		2,019	1,151,617
Loss of statutory rights				500

Total award				£1,166,787
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The Tribunal **declares** that the complaint made by the Claimant under the provisions of the Equality Act 2010 succeeds and **orders** the Respondent to pay compensation to the Claimant in respect of injury to feelings in the sum of **£16,500** together with interest thereon in the sum of **£351**. The Tribunal further **orders** that such award be increased in accordance with section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992 by 25% and the Tribunal **orders** the Respondent to pay the sum of **£4,213** to the Claimant.

Employment Judge Baron

Dated 04 August 2017