



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Bangar

**Respondent:** Sapient Systems Limited

**Heard at:** London Central

**On:** Thursday 5 December 2019

**Before:** EJ Hildebrand (sitting alone)

## Representation

**Claimant:** Mr V Khanna, Consultant

**Respondent:** Response not entered.

# JUDGMENT.

1. The Claimant was dismissed by reason of redundancy. At termination of employment on 18 April 2019 he was aged 55 and had 30 years service. His multiplier is therefore 27. His gross wage is £753 and therefore in excess of the statutory maximum of £525 per week. He is therefore entitled to a redundancy payment of 27 x £525 which is **£14,175**.
2. The Respondent unreasonably refused to provide written reasons for dismissal. The Claimant is entitled to an award of 2 weeks pay in the sum of **£1,050**.
3. The Respondent over time unlawfully deducted sums from the Claimant's wages and the Respondent is ordered to pay to the Claimant the sum of **£9,298.24**
4. The Claimant was not paid for 9 days accrued holiday remuneration due to him on termination of employment. At a daily rate of £115.20 the Respondent is ordered to pay to the claimant the sum of **£1,036.80**.
5. The Claimant was entitled to statutory notice of 12 weeks. He has not worked or received benefits in this period. The Respondent is ordered to pay him based on the weekly net pay rate of £577 the sum of **£6,924**.

6. The total to be paid by the Respondent to the Claimant is £32,484.04

Employment Judge Hildebrand

Date 5 December 2019

JUDGMENT SENT TO THE PARTIES ON

09/12/2019.

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FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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