



EMPLOYMENT TRIBUNALS

Claimant: Mr Umut Tarhan

Respondent: ST Solicitors LLP

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claimant was dismissed in breach of his contractual entitlement to 3 months' notice and the Respondent is ordered to pay damages to the Claimant as follows: - (1) Net pay at £2512.15 per month x 3 months, in the sum of **£7,536.54** ;
(2) Car allowance £409.76 per month x 3, in the sum of **£1229.28**; and
(3) Private Health Insurance at £130.00 per month x 3, in the sum of **£390.00**; Being a total of **£9155.82**
2. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1,575.00**
3. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay the claimant the outstanding 1 weeks' net holiday pay in the sum of **£579.73**.

Uplift for failure to follow Acas Code

4. The total amount owed before any uplift is the sum of **£11,310.46**, an increase of 25% is awarded for the failure to follow the Acas Code.
5. The total amount owed and payable by the Respondent to the Claimant forthwith is **£14,138.07**
6. The hearing listed on **9 April 2020 at 2pm** is cancelled.

Employment Judge **C Lewis**

7 February 2020

