



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr P Xiouri

v

Asurit Limited

**Heard at:** Watford, via Teams video link

**On:** 18 June 2020

**Before:** Employment Judge Hyams, sitting alone

**Appearances:**

**For the claimant:**

Mr P Paschali, solicitor

**For the respondent:**

Mr G Ridgeway, representative

## REMEDY JUDGMENT

The claimant having not been paid wages or any other emoluments when he was entitled to be paid by the respondent all contractual benefits during the period from 9 November 2017 to 13 February 2018 inclusive, is entitled to the following sums, which are subject to the deduction of income tax and national insurance contributions by the respondent under regulations 37 and 37A of the Income Tax (Pay As You Earn) Regulations 2003, SI 2003/2682 (the manner of calculation of each such sum being stated in brackets):

- 1     £8,389.10 by way of unpaid salary at the rate of £33,000 gross per year (£33,000 x 97/365);
- 2     £380.76 by way of accrued holiday pay (3 days' holiday pay, at the agreed daily gross rate of £126.92);
- 3     £703.46 in relation to the loss of the car provided by the respondent to the claimant in respect of his employment with the respondent (97/365 of the

annual value of £150 per month grossed up to take account of income tax and national insurance, i.e.  $£220.59 \times 12 = £2647.06 \times 97/365$ ); and

- 4 £94.12 in respect of the failure by the respondent to make contributions of £80 to the claimant's pension fund (80% of £80, multiplied by 100/68 to take account of the incidence of income tax and national insurance contributions).

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Employment Judge Hyams

Date: 19 June 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE