



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** LONDON CENTRAL  
**BEFORE:** EMPLOYMENT JUDGE ELLIOTT (Sitting alone)

**BETWEEN:**  
Mr C H Tan  
Claimant

AND

Copthorne Hotels Ltd  
Respondent

**ON:** 20, 21, 25 August, 2 and 3 September 2020

**Appearances:**  
**For the Claimant:** Mr S Innes, counsel on the initial points of principle until 2:40pm on Day 1 and again on Days 4 and 5  
otherwise Mr O Jones, costs lawyer  
**For the Respondent:** Mr A Nicol, counsel

## **JUDGMENT ON DETAILED COSTS ASSESSMENT**

1. The claimant shall pay the respondent's costs the sum of £278,331.41, credit to be given for sums already paid and sums paid by way of Deposit Order pursuant to Tribunal Rule 39;
2. The claimant shall pay the respondent an Additional Sum of £27,833.14 pursuant to CPR 36.17(4)(d);
3. The claimant shall pay the respondent interest on the sum at paragraph 1 above (after taking account the sums already paid) at 10% per annum from 18 November 2019 to 2 September 2020 in the sum of £14,350.80;
4. The claimant shall pay the costs of these costs proceedings on the indemnity basis assessed in the sum of £111,486.50;

5. The claimant shall pay to the respondent interest on the sum at paragraph 4 above at 10% per annum from the date of this Judgment;
6. Accordingly, Judgment is given in the total sum of **£432,001.85** against which the respondent is to give credit for (i) the sum of £3,460 payable as the agreed costs and interest awarded to the claimant following the hearing on 6 August 2020, (ii) the payments on account and (iii) the sums paid by way of Deposit Order pursuant to Tribunal Rule 39.
7. This judgment takes effect after 28 days from the date upon which it is made, pursuant to Rule 65.

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**Employment Judge Elliott**  
**Date: 3 September 2020**

Judgment sent to the parties and entered in the Register on: 03/09/2020  
\_\_\_\_\_ for the Tribunals

Under Rule 62(3) the parties were informed that reasons having been given orally, written reasons would not be provided unless they were asked for by any party at the hearing or by a written request made by any party within 14 days of sending the written record of this decision.