



EMPLOYMENT TRIBUNALS

Claimants

- (1) Mr M Darugar
- (2) Mr C Nairn
- (3) Mr W Sharif

v

Respondent

Iverson Capital Limited

JUDGMENT

1. The above claims arise out of the same facts and are consolidated.
2. The Claimants all had more than one month but less than two years' continuous service and their complaints of unfair dismissal and (Claimants 1 and 3 only) their claims for a redundancy payment are accordingly struck out because the Tribunal does not have jurisdiction to hear them.
3. Claimant 1's claim for holiday pay is dismissed on withdrawal.
4. The Claimants' claims for breach of contract/wrongful dismissal and unlawful deductions from wages are well-founded and succeed. Each Claimant had the statutory right to one week's notice but the contractual right to three months' notice and each Claimant was owed five weeks' pay at the date of termination of their employment.
5. The Respondent is ordered to pay the following amounts:
 - a) To Claimant 1: £19,999.54, being the amount of three months' net pay at £4,818.38 per month and five weeks' net pay at £1,108.88 per week;
 - b) To Claimant 2: £17,350.59, being the amount of three months' net pay at £4,180.18 per month and five weeks' net pay at £962.01 per week; and
 - c) To Claimant 3: £13,562.52, being the amount of three months' net pay at £3,267.54 per month and five weeks' net pay at £751.98 per week.

Employment Judge Norris
Date: 28 September 2020

JUDGMENT SENT TO THE PARTIES ON

29/09/2020

OLU.
FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.