



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr RS Pandey

v

**Respondent**

(1) Rolta UK Limited

**Heard at:** Bury St Edmunds (by CVP)

**On:** 29 March 2021

**Before:** Employment Judge KJ Palmer

**Appearances**

**For the Claimant:** Mr D Jones (Counsel).

**For the Respondent:** Mr G Self (Counsel).

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.**

This has been a remote hearing on the papers which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing on the papers.

## JUDGMENT PURSUANT TO A REMEDY HEARING

1. The claimant is awarded the following sums pursuant to the Judgment given on 15 December 2020.

**Unfair Dismissal**

Basic Award £5,334.00

Compensatory Award £83,682.00

**Unlawful Deduction of Wages**

In the sum of £1,344.09 gross to be paid after deductions are made in the net sum of £914.65. £914.65

**Holiday Pay**

In the sum of £9,615.38 gross to be paid after deductions  
in the sum of £6,543.23 net. £6,543.23

**Uplift**

Pursuant to a failure to adhere to the ACAS Code of Conduct  
for both the Unlawful Deduction of Wages award and the  
Holiday Pay award in the sum of £1,864.47 net after  
appropriate deductions. £1,864.47

Total sum payable by the respondent to the claimant of £98,338.35

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Employment Judge KJ Palmer

Date: 06 April 2021  
16 April 2021  
Sent to the parties on: .....

.....  
For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.