



EMPLOYMENT TRIBUNALS

Claimant: Mr M Khan

Respondent: NSC Global Limited

At: Leeds via CVP (video link) On: 06 December 2021

Before: Employment Judge Cronin

Representation:

Claimant: Ms B Davies (Counsel)

Respondent: Mr S Healey (Counsel)

REMEDY JUDGMENT

1. The claimant is not entitled to a basic award as this is extinguished by the payment of a redundancy payment
2. The respondent is ordered to pay the claimant the total sum of £9,168.16 (subject to the Recoupment Regulations as detailed below).
3. The Tribunal decided that a 50% reduction in the compensatory award shall be made under the principles in *Polkey v A E Dayton Service Limited* 1988 ICR 142

Recoupment

4. The Recoupment Regulations 1996 apply to the above awards. The information required by Regulation 4 is as follows:

(a)	Monetary Award	£9,168.16
(b)	Prescribed Element	£896.40
(c)	Dates of the periods to which the Prescribed Element is attributable March – May 2021	Estimated at 12 weeks at £74.70 per week
(d)	The amount by which the Monetary Award exceeds the Prescribed Element is	£8,271.76

Employment Judge Cronin
Date: 07 December 2021