



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Sadiq

**Respondent:** Dr Christopher JDBR Ireland Ph.D.

**HELD AT:** Manchester (by CVP) **ON:** 4 February 2022

**BEFORE:** Judge Cowx (sitting alone)

**REPRESENTATION:**

**Claimant:** Unrepresented

**Respondent:** Did not attend

## JUDGMENT

1. The claimant's claim of unpaid wages succeeds, and the respondent is ordered to pay the claimant the sum of **£2901.17**. This figure has been calculated using gross monthly pay and the respondent is to deduct from that amount the required sum payable to HM Revenue and Customs for Income Tax and National Insurance.
2. The claim to notice pay is dismissed. The claimant was not entitled to notice pay because he, not the respondent, terminated the contract of employment and therefore did not serve the 4-week notice period expressed in the employment contract.
3. The total sum payable by the respondent to the claimant is £2901.17, less Income Tax and National Insurance.

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Judge Cowx

7 February 2022

JUDGMENT SENT TO THE PARTIES ON

9 March 2022

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



**NOTICE**

**THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990**

Tribunal case number: **2408405/2021**

Name of case: **Mr M Sadiq** v **Dr Christopher JDBR  
Ireland Ph.D.**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: 9 March 2022

"the calculation day" is: 10 March 2022

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office