



EMPLOYMENT TRIBUNALS

Claimant
Dr Payman Ghahari

Respondent
Cenobiologics Ltd

v

Heard at: Watford (by CVP)

On: 5 September 2023

Before: Employment Judge Alliot (sitting alone)

Appearances:

For the Claimant: In person

For the Respondent: Mr. Matthew Bignell (Counsel)

JUDGMENT

The judgement of the Tribunal is that :

1. The claimant was dismissed by reason of redundancy and the respondent is ordered to pay him a redundancy payment of £6,852.
2. The claimant was dismissed in breach of contract in respect of notice pay the respondent is ordered to pay damages to the claimant in the sum of £5,463.68.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £2,185.47.
4. The claimant was in breach of contract in failing to return to the respondent a laptop and an iPhone and the claimant is ordered to pay damages to the respondent in the sum of £445.53.

REASONS

1. The claimant's redundancy payment, notice pay and holiday pay claims were agreed.
2. The claimant accepted he was in breach of contract in failing to return the respondent's laptop and iPhone.

3. The respondent produced evidence that the replacement cost of a new similar laptop and iPhone was £891.06.
4. However, had the claimant complied with the contract the respondent would have received back a second hand laptop and iPhone. In my judgment these clearly had a value. Doing the best I can I have discounted the new value by 50% to reflect the second hand value. Accordingly there will be judgment on the employer's counterclaim for the respondent in the sum of £445.53.
5. The respondent may off-set the judgment sum in its favour against the judgment sums for the claimant when paying.

Employment Judge Alliot

5 September 2023

Date:

16 October 2023

Sent to the parties on:

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For the Tribunal Office