



EMPLOYMENT TRIBUNALS

Claimant

Mr N Satpal

Respondent

v Genesis Technology Services Limited

Heard at: Bury St Edmunds

On: 18 January 2024

Before: Employment Judge Laidler

Members: Mrs S Allen and Mr C Davie

Appearances

For the Claimant: Mr M Magee, Counsel

For the Respondent: Ms C Jennings, Counsel

JUDGMENT ON REMEDY

Further to the Judgment and Reasons sent to the parties on the 2 August 2022 the respondent is ordered to pay to the claimant the total sum of **£122,654.26** calculated as follows:

Unfair dismissal

<i>Basic Award</i>			
7 weeks x 1.5 x £525			£5512.50
<i>Compensatory Award</i>			
70 weeks loss x £1965.23 net	£137,566.10		

(from 28 November 2019 – 31 March 2021)			
Less 7 weeks' notice pay	£13,756.61	£123,809.49	
Less earnings from own business 1 April 2020 to 31 March 2021		<u>£12,000.00</u>	
		£111,809.49	
25% uplift under TULRCA		£27952.37	
Loss of statutory rights		<u>£500.00</u>	
Total		£140261.86	
Subject to statutory cap in force at date of issue			£86,444.00
Notice pay			
7 weeks x £1965.23 net		£13,756.61	
25% uplift under TULRCA		£3439.15	
			£17,195.76
Injury to feelings			£10,000.00
Interest at 8% from 3 September 2019 – 1598 days			£3502.00
TOTAL AWARD PAYABLE			£122,654.26

Employment Judge Laidler

19 January 2024

JUDGMENT SENT TO THE PARTIES ON

12/02/2024

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

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

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>