



# EMPLOYMENT TRIBUNALS

## Claimant

Alen Bicskei

**AND**

## Respondent

NICE Systems UK Limited

**Heard at:** London Central

**On:** 8 July 2024

**Before:** Employment Judge Coen (Sitting alone)

## Representation

**For the Claimant:** In person

**For the Respondent:** Mr J Cook, Counsel

# REMEDY JUDGMENT

The judgment of the Tribunal in respect of remedy is that:

- (i) the claimant is not entitled to receive a basic award, as he has received the same sum in the form of a statutory redundancy payment;
- (ii) the claimant shall be compensated in the sum of 28 weeks of net pay (to include a sum for permanent on call and permanent overtime) as he has already been compensated (by way of payment in lieu of notice) for 11 weeks of net pay;
- (iii) the compensatory award shall not be reduced in respect of a failure to mitigate;
- (iv) the compensatory award shall not be adjusted to take account of the issue of compliance with the ACAS Code of Practice on Disciplinary and Grievance Procedures;
- (v) the claimant is not entitled to compensation in respect of loss of bonus;

- (vi) the claimant shall be paid the sum of £98.75 to reflect the cost of updating professional certifications connected with the claimant's role;
- (vii) the claimant is not entitled to payment in respect of loss of use of a mobile phone;
- (viii) the claimant shall be paid the sum of £13,511.50 in respect of the loss of share options offered by the respondent;
- (ix) the claimant shall be paid the equivalent of 39 weeks of employer pension contributions;
- (x) the parties shall be issued Directions by way of a separate Case Management Order in respect of identifying a week's net pay and the requirement to gross up the compensatory award.

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**Employment Judge Coen**

Dated: 9 July 2024

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Judgment sent to the parties on:

12 July 2024

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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.