



EMPLOYMENT TRIBUNALS

Claimant: Mark Gerhard
Respondent: Beauty Labs International Limited
Heard at: Cambridge Employment Tribunal, by CVP
On: 14 June 2024
Before: Employment Judge Fearon (sitting alone)

Representation

Claimant: In person
Respondent: Mr Abraham, liquidator.

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Claimant is entitled to a basic award of **£6,566.50**.
3. The Claimant is entitled to a compensatory award of **£27,900 net¹**. This is made up of three months of pay from the date of (3 x £9300 net monthly pay).
4. The combined basic and compensatory award figure is **£34,466.50** (£6,566.50 + £27,900)
5. As the total award of compensation is more than £30,000 it is necessary to “gross up” the award. The tax-free element is £30,000. Therefore, the figure upon which tax needs to be paid is £4,466.50. The grossed-up compensation of £4,466.50 divided by 0.8 = £5,583.13.

¹ The Claimant’s preference was for a gross award, however, this compensatory element of the award must be calculated as a net figure.

6. The total award payable to the claimant by the respondent is therefore **£35,583.13**.
7. **Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

Employment Judge **Fearon**

Date: 19 June 2024

JUDGMENT SENT TO THE PARTIES ON

09/08/2024

FOR THE TRIBUNAL OFFICE

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