



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr L Karadag

v

Asda Stores Limited

Heard at: Watford (by CVP)

**On: 14 to 17 July 2025; 24 July 2025
(in chambers); 20 October 2025
and 13 November 2025 (further
hearing)**

**Before: Employment Judge Wyeth
Mr M Kaltz
Ms K Omer**

Appearances:

**For the Claimant: Mr C Ezike (solicitor-advocate)
For the Respondent: Mr S Gittens (counsel)**

JUDGMENT

1. The claimant was unfairly dismissed.
2. Had the claimant not been unfairly dismissed there was an 75 per cent chance that he would have been dismissed fairly in any event (otherwise known as a 'Polkey reduction') and this should be reflected in any compensatory award element of his damages.
3. There is to be a contributory conduct reduction of 50 per cent to be applied to both the basic and compensatory awards comprising the claimant's damages.
4. The claimant was not dismissed in breach of contract and his wrongful dismissal claim fails.
5. The claimant's race discrimination claim is not well-founded and fails.

6. By way of remedy for unfair dismissal, subject to the recoupment provisions, the respondent is ordered to pay the claimant the sum of £31,909.76 made up as follows:-

Basic Award	£5,144	
LESS:		
Contributory conduct reduction of 50%	(£2,572)	
<u>Total Basic Award</u>		<u>£2,572</u>

Compensatory Award

Past Losses

Loss of net earnings
from 11 October 2023 to 13 November 2025 £135,324.52
(109 weeks and 2 days)

LESS:
Earnings in alternative employment (£8,526.32)
£126,798.20

Polkey reduction of 75% (£95,098.65)
£31,699.55

Contributory conduct reduction of 50% (£15,849.77)

Total Prescribed Element **£15,849.77**

Future Losses

Loss of net earnings
to the 27 November 2025 (2 weeks) £2,473.94

LESS:
Earnings in alternative employment (£432.96)
£2,040.98

Loss of net earnings
to the 27 November 2026 (52 weeks) £64,322.44

LESS:
Earnings in alternative employment (£22,513.92)
£41,808.52

Loss of net earnings
to the 27 May 2027 (26 weeks) £32,161.22

LESS:
Earnings in alternative employment (£24,710.40)
£7,450.82

Total future loss of net earnings	£51,300.32
Employment benefits for 163 weeks:	
Car allowance (at £28.67 p.w.)	£4,673.21
Private health care (at £31.31 p.w.)	£5,103.53
Total	£9,776.74
Loss of statutory rights	£500.00
Pension loss (£267.40 p.w.)	£43,586.20
LESS:	
Alternative employer pension	<u>(£414.94)</u>
	£43,171.26
Expenses for work	£100.00
Total non-prescribed loss:	<u>£104,848.32</u>
LESS:	
<i>Polkey</i> reduction of 75%	<u>(£78,636.24)</u>
	£26,212.18
Contributory conduct reduction of 50%	(£13,106.04)
Total non-prescribed element before grossing up	£13,106.04
Grossing up of balance of total award exceeding £30,000: (£1,527.81 x 1.25 - £1,527.81)	£381.95
Total non-prescribed element (grossed up)	<u>£13,487.99</u>
Total Compensatory Award (Prescribed + non-prescribed totals)	<u>£29,337.76</u>
GRAND TOTAL	<u>£31,909.76</u>

7. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996, the tribunal declares that:

- 7.1 The monetary award grand total is £31,909.76;
7.2 The prescribed element is £15,849.77;

- 7.3 The prescribed period is 11 October 2023 to 13 November 2025;
7.4 The excess of the monetary award grand total over the prescribed element is £16,059.99.

Approved by:

Employment Judge Wyeth

Date: 13 November 2025

Sent to the parties on:

17 November 2025

For the Tribunal: