



EMPLOYMENT TRIBUNALS

Claimant: Mr Jonathan Ellis
Respondent: Modula Electrical Limited
Heard at: East London Hearing Centre
On: 30 October 2025
Before: Employment Judge B Elgot

Representation

Claimant: self represented
Respondent: Mr B Kirwan, Human Resources Consultant

The Employment Judge gave judgment as follows:-

JUDGMENT

1. The claim for damages for breach of contract SUCCEEDS and the Respondent is ordered to pay the following sums:-
2. Notice pay in the amount of £20,000 calculated gross less earnings during the notice period of £ 1750 = £ 18250
3. Employer's pension contribution at 3% for the eight months of the Claimant's employment amounting to £80,000 (salary) x 3% = £2400
4. The cost of the provision of a company car during the notice period of three months. The cost of £500 per month as estimated by the Claimant is accepted as reasonable and proportionate. £500 x 3 = £1500
5. The total payable by the Respondent to the Claimant within 28 days is **£22,150**.
6. The Respondent may deduct from each of the sums calculated above any amounts of tax and national insurance which they are advised that they are

liable to pay to HMRC in respect of the Claimant's employment. A suitable and clear calculation of the gross and net amounts must be sent in writing to the Claimant if such deductions are made.

Employment Judge B Elgot
Dated: 4 November 2025

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.

Public access to employment tribunal decisions

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/>