



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Shreedarsh Parthasarathy

**Respondent:** Middlesbrough DP Limited

**Heard at:** Newcastle Employment Tribunal (sitting in Teesside Justice Centre)

**On:** 18<sup>th</sup>, 19<sup>th</sup>, 20<sup>th</sup> May 2026

**Before:** Employment Judge Sweeney

## Appearances

For the Claimant, In person

For the Respondent, Laura Tarran, Chief Executive Officer of Racz Group Ltd

# JUDGMENT ON LIABILITY AND REMEDY

1. The claim of unfair dismissal is well-founded and succeeds.

1.1 The Respondent is ordered to pay the Claimant compensation as follows:

1.1.1 Basic Award: £1,673.07 (calculated in accordance with paragraph 3 below)

1.1.2 Compensatory Award: £15,004.08 (calculated in accordance with paragraph 4 below)

2. The total amount to be paid to the Claimant is **£16,677.87**.

3. The Basic Award is calculated as follows:

3.1 Age at date of dismissal: 33

3.2 Number of complete years employment: 3

3.3 Gross weekly pay: £557.49  
(£557.69 x 3 = £1,673.07)

4. The Compensatory Award is calculated as follows:

- 4.1 Net weekly pay at date of dismissal: £445.
- 4.2 Number of weeks' loss: 34
- 4.3 Loss of statutory rights: £500
- 4.4 Polkey Reduction: 20%
- 4.5 ACAS Uplift: 20%
  - £445 x 34 = £15,630 (losses recoverable 09 January 2024 to 01 September 2024)
  - £15,630 x 20% = £3,126 (Polkey reduction of 20%)
  - £15,130 - £3,126 = £12,504 (Polkey reduced compensatory award)
  - £12,504 x 20% = £2,500.80 (ACAS uplift)
  - £12,504 + £2,500.80 = **£15,004.80 (Uplifted compensatory award)**

5. The Recoupment Regulations do not apply to any part of the award.

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Employment Judge Sweeney

Date: **20 May 2026**

Note

Summary Reasons for the Judgment having been given orally at the hearing, written summary 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.

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**Recording and Transcription**

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