



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Vijay Iqbal

**Respondent:** AJKM Limited

**Heard at:** Nottingham

**On:** 17 October 2024

**Before:** Employment Judge McTigue sitting alone

## Representation

**Claimant:** Ms J Kurl, lay representative

**Respondent:** Did not attend and was not represented

# JUDGMENT

1. The complaint of unfair dismissal is well founded and succeeds.
2. The complaint of breach of contract is well founded and succeeds.
3. The respondent shall pay the claimant the following sums within 14 days of the date of this judgment being sent to the parties;
  - (a) A basic award of £11,010.90.
  - (b) A compensatory award of £22,453.60.
  - (c) Damages for breach of contract of £4,303.56.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

The total amount therefore due to the claimant is **£37,786.06**.

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Employment Judge McTigue

Date: 17 October 2024

JUDGMENT SENT TO THE PARTIES ON

.....17 October 2024.....

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FOR THE TRIBUNAL OFFICE

**Notes**

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**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**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/>