



EMPLOYMENT TRIBUNALS

Claimant: Mr N Patel

Respondents: 1 Mrs S Patel
2 Mr K Patel

Heard at: Southampton **On:** 25, 26 and 27 July 2016

Before: Employment Judge Reed
Members: Mr J Shah
Mrs K G Symonds

Representation:
Claimant: Mr R Wayman, Counsel
Respondents: Mr K Patel

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The claimant was not dismissed by the first respondent and accordingly his claim of unfair dismissal fails.
2. The first respondent made unauthorised deductions from the wages of the claimant throughout his employment.
3. The first respondent did not fail to provide copies of remuneration details under the National Minimum Wage legislation.
4. The first respondent failed to provide the claimant with itemised pay statements.
5. The first respondent did not breach the contract of the claimant by failing to give notice of dismissal.
6. The first respondent failed to make a payment to the claimant representing holiday accrued and untaken through his final holiday year.
7. The first respondent failed to provide the claimant with a written statement of terms and conditions of employment.

8. The first respondent did not unlawfully discriminate against the claimant or harass the claimant on the ground of race (and the second respondent did not aid her to do so).
9. Determination of remedy will take place at the Southampton Employment Tribunal, The Magistrates Court, 100 The Avenue Southampton SO17 1EY at 10.00am on 2 September 2016.

Employment Judge Reed
Date 01 August 2016

JUDGMENT SENT TO THE PARTIES ON
17 AUGUST 2016 BY EMAIL AND POST
MR JA ONGARO FOR THE TRIBUNAL OFFICE

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.