

RM



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr JA Mohamed Razeek

**Respondent:** SW Foods Limited

**Heard at:** East London Hearing Centre

**On:** 24 November 2017

**Before:** Employment Judge Elgot

## Representation

**Claimant:** Mr M Hussen (Solicitor)

**Respondent:** Mr A Otchie (Counsel)

# JUDGMENT

The judgment of the Tribunal is that:-

1. The claims of unfair dismissal and breach of contract (failure to pay notice pay) having succeeded, as recorded in the Tribunal's judgment of 12 October 2017, the Claimant is entitled to compensation as follows:-
2. The basic award is nil.
3. The compensatory award is £10,330.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996, as amended apply to the compensatory award in respect of Universal Credit received by the Claimant. The relevant information is as follows:-
  - (i) Total monetary award as compensation for unfair dismissal £10,330
  - (ii) Prescribed element £10,330

(iii) Period to which the prescribed element of compensation relates 17 April 2017 - 16 October 2017

5. The Claimant is awarded two weeks pay in lieu in the amount of £760 (2 x £380) pursuant to s38 Employment Act 2002 in respect of the Respondent's failure to supply written particulars of his terms and conditions of employment by reference to ss1- 4 Employment Rights Act 1996.
6. The Respondent is ordered to pay damages for breach of contract (failure to pay the full amount of statutory notice pay) in the sum of £1520.
7. The grand total payable by the Respondent to the Claimant within 28 days is £12,610 (£1,520 + £10,333 + £760).

Employment Judge Elgot

12 December 2017