



EMPLOYMENT TRIBUNALS

Claimant: Mr F Rahman
Respondent: Shamgong Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claimant was unfairly dismissed and is entitled to the following compensation;
 - (i) A basic award of £1,268.46;
 - (ii) A compensatory award of £11,916.14;
 - (iii) An uplift of 25% under s. 207A TULR(C)A; £2,979A total of £16,163.46.
2. The Respondent has made an unauthorised deduction from the Claimant's wages and is ordered to pay him the gross sum of £13,190.
3. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to him in the net sum of £845.64.
4. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay him the sum of £4,768.47.
5. The Respondent failed to provide the Claimant with written particulars of employment and the Claimant is entitled to a further weeks pay under s. 38, being £1,691.28.
6. The Respondent failed to provide the Claimant with written reasons for his dismissal and he is entitled to a further 2 weeks pay in that respect, being £845.64.
7. The hearing listed on 13 August 2019 is cancelled.

Employment Judge Livesey

Date: 27 February 2019

Judgment sent to parties on: 7 March 2019

FOR THE TRIBUNAL OFFICE