



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Saad Sharif**

**v**

**Vital Soft Limited**

**Heard at:** Watford

**On:** 21 November 2018, 12 February 2019  
and 1 May 2019

**Before:** Employment Judge Alliott

## **Appearances**

**For the Claimant:** 21 November 2018 and 1 May 2019 - Miss D Gilbert (Counsel)  
12 February 2019 - Miss A Imtiaz (Lay Representative)

**For the Respondent:** 21 November 2018 and 12 February 2019 Miss S Aly (Counsel)  
1 May 2019 – Did not attend

## **JUDGMENT**

The judgment of the tribunal is that:

1. The claimant's claim for unauthorised deduction of wages is well founded and the respondent is ordered to pay him the net sum of £9,912.66 plus 25% uplift for unreasonable failure to comply with the ACAS Code namely, £2,478.17, total £12,390.83.
2. The claimant's claim for unfair dismissal is well founded and the respondent is ordered to pay him £24,970.92. Such award is made up as follows:
  - 2.1 Basic award: £2,445 plus 25% uplift for unreasonable failure to comply with the ACAS Code, namely £611.25. Total £3,056.25.
  - 2.2 Compensatory award: £19,576.74 plus 25% uplift for unreasonable failure to comply with the ACAS Code, namely £4,894.18. Total £24,470.92.
  - 2.3 Loss of statutory rights: £500.

- 3 The respondents breach of contract claim is dismissed.
- 4 The respondent is ordered to pay the claimant £3,600 in respect of costs.
- 5 Note: The recoupment regulations do not apply as the claimant has not been in receipt of any benefits. His VISA status disallows him from claiming any.

\_\_\_\_\_  
Employment Judge Alliott

Date: ...8 May 2019.....

Sent to the parties on: .....

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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.