



EMPLOYMENT TRIBUNALS

Claimant: Mr Abdullahi Farah Mukhtar

1st Respondent: Envirostaff Limited
2nd Respondent: Red Security Solutions Limited
3rd Respondent: I A M Security Limited
4th Respondent: Mr R Kennedy

Heard at: Manchester **On:** 28 June 2019

Before: Employment Judge Hoey (sitting alone)

Appearances

For the claimant: Representing himself (with an interpreter)
For the 1st respondent: Mr Kennedy (director)
For the 2nd respondent: Mrs Hales (finance manager)
For the 3rd respondent: Mr Mohamed (director)
For the 4th respondent: Representing himself

JUDGMENT

1. The claimant was an employee of the third respondent for the period 23 January 2018 to 26 March 2018 and he was not an employee of the first, second or fourth respondent.
2. The claim for £1,600 the claimant claims was unlawfully deducted from his March 2018 salary payment by his employer, found to be the third respondent, is to proceed to a Hearing on 14 October 2019.
3. The claim £2,000 the claimant claims was unlawfully deducted from the sums due to him is dismissed on withdrawal by the claimant.
4. The claim that the claimant maintains he did not receive the national minimum wage for each hour he worked during January, February and March 2018 (when he worked for the third respondent) are to proceed to a Hearing on 14 October 2019.
5. The claim for unlawful religious discrimination as against the fourth respondent is dismissed, having been lodged outwith the statutory limitation period, the

claim not having been lodged within such other period that is just and equitable in terms of section 123 of the Equality Act 2010.

6. The claim for unfair dismissal is dismissed, as the claimant does not have the required continuous service in terms of section 108 of the Employment Rights Act 1996.

Employment Judge Hoey

Date 28 June 2019

JUDGMENT SENT TO THE PARTIES ON

30 September 2019

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.