



EMPLOYMENT TRIBUNALS

Claimant

Mrs R Scharaf
Miss I Qaddourah
Miss J Zaveri
Mrs H K Ehlelbawi

Respondent

v Centre for Arabic Language Training
Limited

Heard at: London Central

On: 11 October 2019

Before: Employment Judge A James

Representation

For the Claimants: In person

For the Respondent: Did not attend

JUDGMENT

Upon hearing the claimants and there being no attendance by the respondent, judgment of the tribunal is as follows:

1. The name of the respondent is amended to Centre for Arabic Language Training Limited.
2. The claimants are granted leave to amend their claims to include claims for redundancy pay, notice pay and holiday pay as well as for unpaid wages.
3. The claimants are entitled to the following sums in respect of their claims.

4. **Miss I Qaddourah**

(1) Redundancy pay	2 weeks x £525	=	£ 1,050.00
(2) Notice pay	3 months x 3,000	=	£ 9,000.00
(3) Arrears of wages	4 months x 3,000	=	£12,000.00
(4) Holiday pay	4.6 weeks x £690.05	=	£ 3,174.23
Total		=	£25,224.23

5. Mrs R Scharaf

(1) Redundancy pay	nil	=	nil
(2) Notice pay	1 month x 2,500	=	£ 2,500.00
(3) Arrears of wages	4 months x 2,500	=	£10,000.00
(4) Holiday pay	5.6 weeks x £575.04	=	£ 3,220.22
Total		=	£15,720.22

6. Miss J Zaveri

(1) Redundancy pay	nil	=	nil
(2) Notice pay	2 weeks x 241.52	=	£ 483.04
(4) Arrears of wages	4 months x 1050	=	£ 4,200.00
(4) Holiday pay	2.67 weeks x £241.52	=	£ 644.86
Total		=	£ 5,327.90

7. Mrs H K Ehlelbawi

(1) Redundancy pay	2.5 weeks x £525	=	£ 1,312.50
(2) Notice pay	3 months x £4,166.67	=	£ 12,500.00
(5) Arrears of wages	1.5 months x 4,166.67	=	£ 6,250.00
(4) Holiday pay	5.6 weeks x £958.40	=	£ 5,367.04
Total		=	£ 25,429.54

OBSERVATIONS

1. The respondent has not entered a notice of appearance and did not attend.
2. A Companies House search shows that the Centre for Arabic Language Training Limited is still active but there is an active proposal to strike off the company, potentially due to the failure to submit accounts. I suggested that the claimants sought advice about that and how it may impact on their ability to enforce the judgment made.

Employment Judge A James
London Central Region

Dated 18th Oct 2019

Case Numbers: 2201960/2019; 2201961/2019; 2201962/2019; 2201963/2019

Sent to the parties on:

22/10/2019

For the Tribunals 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.

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