



EMPLOYMENT TRIBUNALS

Claimant: Mr E Zandkarimi

Respondent: Heng Feng Ltd

Heard at: London South Employment Tribunal **On:** 3 September 2019

Before: Employment Judge Ferguson (sitting alone)

Representation

Claimant: Ms Foxley (Free Representation Unit)

Respondent: None

JUDGMENT

It is the judgment of the Tribunal that:

1. The Claimant's unfair dismissal complaint succeeds. The Claimant is awarded a basic award of £816.00 and a compensatory award of £1,650.63.
2. The Claimant's wrongful dismissal complaint succeeds. There is no separate award for this complaint.
3. The Claimant's holiday pay complaint succeeds. The Claimant is awarded £481.47.
4. The total amount the Respondent must pay the Claimant is £2,948.10.

Recoupment

Prescribed period: 1/11/18 to 3/9/19

Total award: £2,466.63

Prescribed element: £1,650.63

Balance: £816.00

Employment Judge **Ferguson**

Date: 3 September 2019

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.