



THE EMPLOYMENT TRIBUNAL

SITTING AT: SOUTHAMPTON

BEFORE: EMPLOYMENT JUDGE EMERTON (sitting alone)

BETWEEN:

(1) Mrs J Maikhami
(2) Mr P Neampan
Claimants

AND

Ropley Thai Lounge Limited
Respondent

ON: 3-4 February 2020

APPEARANCES:

For the claimants: Mr P Neampan (second claimant)
For the respondent: Mr N Talukdar (Director)

JUDGMENT

Liability

1. Both Claimants' claims of unfair dismissal are well founded.
2. The Respondent failed to provide written particulars of employment to either Claimant, as required by section 1 of the Employment Rights Act 1996.

Remedy – first claimant - Mrs J Maikhami

3. The first claimant is entitled to a **basic award for unfair dismissal of £844.12.**
4. The respondent is ordered to pay the first claimant a **compensatory award for unfair dismissal of £580.80**, made up as follows:

- a. Loss of statutory rights £400.00;
 - b. Pension losses £106.80; and
 - c. Accommodation expenses £74.00.
5. By virtue of section 38(3) of the Employment Act 2002, the tribunal **increases the first claimant's award by £844.12.**

Remedy – Second claimant – Mr P Neampan

6. The second Claimant is entitled to a **basic award for unfair dismissal of £1,575.00.**
7. The Respondent is ordered to pay the second Claimant a **compensatory award for unfair dismissal of £652.25**, made up as follows:
- a. Loss of statutory rights £400.00;
 - b. Pension losses £186.24; and
 - c. Vehicle rental £66.01.
8. By virtue of section 38(3) of the Employment Act 2002, the tribunal **increases the second claimant's award by £1,050.00.**

Employment Judge Emerton

Date: 4 February 2020

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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.