



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr Z Laghama

and

Respondent

Gotbath UK Limited

Hearing held at

Reading on:

20 August 2020

Representation

Claimant: In person
Respondent: Mr I Chakraborty, counsel

Employment Judge: Vowles

JUDGMENT

Contacting the Tribunal during Pandemic

1. The support staff of the Tribunal are under exceptional pressure at present. Parties should not contact the Tribunal unless it is necessary to do so, and be patient if there are delays in hearing from the Tribunal.

Evidence

2. The Tribunal heard evidence on oath and read documents provided by the parties, and determined as follows.

Unauthorised Deduction from Wages - section 13 Employment Rights Act 1996

3. The Claimant was owed wages and is awarded £2,899.33 in compensation.

Holiday Pay – regulation 30 Working Time Regulations 1998

4. The Claimant was owed holiday pay and is awarded £1,873.34 in compensation.

Notice Pay – article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

5. The Claimant was owed notice pay and is awarded £2,676.30 in compensation.

Total Award

6. The total of the above awards is **£7,448.97** and the Respondent is ordered to pay this sum to the Claimant.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

7. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Public access to Employment Tribunal Decisions

8. All 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 and Respondent.

I confirm that this is my Judgment in the case of Mr Z Laghama v Gotbath UK Ltd case no. 3324499/2019 and that I have dated the Judgment and signed by electronic signature.

Employment Judge Vowles

Date: 20 August 2020

Sent to the parties on:

16 September 2020

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For the Tribunals Office