



EMPLOYMENT TRIBUNALS

Claimant: Mr DW Erasmus

Respondent: Mr A Rahim, Mr K Ali & Mr I Mohammed, a partnership
t/a The Chilli Restaurant and Chilli Express

Heard at: Cardiff by CVP **On:** 4 November 2020

Before: Employment Judge Sharp
(sitting alone)

Representation:
Claimant: In person
Respondents: Not in attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for disability discrimination is not well founded and is dismissed;
2. The claimant's claim for unfair dismissal is well founded and the respondents should pay the claimant £1,303.70 in respect of the basic award and £300 in respect of the compensatory award;
3. The claimant's claim for failure to pay wages (to which he is legally entitled under s.1 National Minimum Wage Act 1998) under s.13 Employment Rights Act 1996 is well founded and the respondents should pay the claimant £38,025.46;
4. The recoupment provisions apply to this judgment.

Employment Judge C Sharp
Dated: 4 November 2020

JUDGMENT SENT TO THE PARTIES ON

.....15 November 2020.....

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.