

RM



EMPLOYMENT TRIBUNALS

Claimant: Mr C Perumal

Respondent: Mr Gnanapragasan Jayachandran

Heard at: East London Hearing Centre On: 13 & 14 May 2021

Before: Employment Judge S Knight

Representation

Claimant: Angela Walsh (USDAW)

Respondent: Unrepresented, in attendance

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent failed to allow the Claimant to take breaks in accordance with the Working Time Regulations 1998 regulation 12(1).
3. The Respondent made unauthorised deductions from the Claimant's wages.
4. The Respondent failed to provide the Claimant with itemised pay statements.
5. The Respondent is ordered to pay the Claimant **£4,261.61**, which is comprised of:
 - (1) £3,628.64 for unfair dismissal.
 - (2) £106.73 for failing to allow the Claimant to take breaks.
 - (3) £526.24 for unauthorised deductions from wages.
6. For the purposes of the Employment Protection (Recoupment of Benefits)

Case Numbers: 3201631/2019 & 3201796/2019 V

Regulations 1996:

- (1) The total monetary award for unfair dismissal is £3,628.64.
- (2) The prescribed element is £173.04.
- (3) The prescribed element relates to 7 July 2019 to 14 May 2021.
- (4) The amount by which the total monetary award for unfair dismissal exceeds the prescribed element is £3,455.60.

Employment Judge Knight

14 May 2021