



EMPLOYMENT TRIBUNALS

Conducted by Cloud Video Platform

First Claimant: Mr A. Patel

Second Claimant: Mrs J. Patel

First Respondent: Mr. Vasaf Ali trading as Bulwell Convenience Store and Bulwell News

Second Respondent: Mr. Sajed Ali

Heard at Region: Midlands East

On: 25 June 2021

Before: Employment Judge Broughton (sitting alone)

Appearances

For the claimant: Ms Gumbs- counsel

For the respondent: No Attendance

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The Judgment of the Tribunal following a hearing pursuant to Rule 21 (2) is as follows:

1. The First and Second claimant's claims of unfair dismissal against the First Respondent are well founded and succeed.
2. The First and Second claimant's claims of discrimination on the grounds of marriage against the First Respondent are well founded and succeed.

3. The First and Second claimant's claims of unlawful deduction of wages against the First Respondent are well founded and succeed.
4. The First and Second claimant's claims for unpaid holiday outstanding on the termination of employment against the First Respondent are well founded and succeed.
5. The First and Second claimant's claims of wrongful dismissal against the First Respondent are well founded and succeed.
6. The claims against the Second Respondent are dismissed on withdrawal.
7. The remedy to be awarded will be determined following the production of further information as ordered by the Tribunal.

Employment Judge Broughton
25 June 2021

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.

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