



EMPLOYMENT TRIBUNALS

Claimant: Mr K Suleman (1)
Miss K Bhemani (2)
Mr M Karim (3)
Mr T Spencer (4)

Respondent: Neasden College Limited

Heard at: London Central (remotely by CVP)
On: 25/6/21

Before: Employment Judge Heath

Representation

Claimant: In person

Respondent: Mr P Maratos (Peninsula)

JUDGMENT

1. The Respondent made unauthorised deductions from each of the claimants' wages as follows: -

a. Mr Suleman (first claimant)

March 2019	£311.32
	£250 (bonus)
April 2019	£1711.32
May 2019	£1711.32
June 2019	£427.83
Total	<u>£4411.99</u>

b. Miss Behmani (second claimant)

March 2019	£199
April 2019	£870.26
May 2019	£944.15
June 2019	£205.25
Total	<u>£2218.66</u>

c. Mr Karim (third claimant)

March 2019	£268.50
April 2019	£1568.50
May 2019	£1176.50
Retention	£510.62
Total	<u>£3524.12</u>

d. Mr Spencer (fourth claimant)

February 2019	£44
March 2019	£318
April 2019	£1080
May 2019	£1134
June 2019	£270
Retention	£312
Total	<u>£3158</u>

2. The respondent is ordered to pay to each of the claimants the relevant sums set out in paragraph 1 above in respect of unauthorised deductions from wages.
3. In breach of his contract of employment, the respondent failed to pay the third respondent notice pay of £392.
4. The holiday pay claims of the third and fourth claimants were brought out of time; the tribunal did not consider that it should extend time; the tribunal declines jurisdiction and dismisses the claims.
5. For the avoidance of doubt the respondent is ordered to pay the third respondent a total of £3916.12 in respect of deductions from wages and notice pay.

**Case No: 2303045/2019 V
2303041/2019 V
2303042/2019 V
2303044/2019 V**

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was [V – video, conducted using Cloud Video Platform (CVP)]. It was not practicable to hold a face to face hearing because of the COVID-19 pandemic.

Employment Judge **Heath**

Date 25/6/21_____

JUDGMENT SENT TO THE PARTIES ON

25/06/2021.

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

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(s) and respondent(s) in a case.