CASE NUMBER: 2304076/2019



# **EMPLOYMENT TRIBUNALS**

Claimant: Mr L Chauhan

Respondent: ZEDfactory Europe Limited (in liquidation)

Heard at: London South On: 2 February 2021

Before: EMPLOYMENT JUDGE BECKETT

**Sitting Alone** 

## Representation

Claimant: In Person

Respondents: No response entered, former director Susan Dunster attended

# JUDGMENT Employment Tribunals Rules of Procedure 2013 Rule 21

- 1. The Respondent unfairly dismissed the Claimant.
- 2. The Claimant is awarded compensation of £9,252.25 to be paid by the Respondent to the Claimant. This consists of a basic award of £3,675.00 and a compensatory award of £5,577.25.
- 3. The compensatory award above consists of loss of past earnings (£11,883.30); loss of statutory rights (£300); unpaid expenses (£693.00); unpaid contributions to NEST pension (£447.07); and reasonable expenses in seeking new employment, namely course and assessment fees (£555); minus payments already made (£8,808.14) together with a 10% ACAS uplift.
- 4. The Respondent made unauthorised deductions from the Claimant's wages and the Respondent shall pay to the Claimant the sum of £13,416.71.

CASE NUMBER: 2304076/2019

5. Recoupment does not apply to this award.

**Employment Judge Beckett** 

London South

Dated: 2 February 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.

### Public access to Employment Tribunal Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.