



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R L Shukla  
**Respondent:** Bhullar Transport UK Ltd

**Heard at: The Midlands West Employment Tribunal, remotely by CVP**  
**On: 28 June 2021**

**Before: Employment Judge Wilkinson**

## Representation

Claimant: in person  
Respondent: Mr J Rickhuss

# JUDGMENT

1. The claimant is not entitled to notice pay, there having been no breach of contract by the respondent. That limb of the claim is dismissed.
2. The respondent has made unlawful deductions from the claimant's wages and is therefore ordered to pay the claimant the net sums as follows:
  - a. £1,895.00 (net) for unpaid wages (comprising £1,600.00 plus £295.00)
  - b. £346.40 (net) for unpaid holiday which had accrued but was untaken.
3. The respondent having failed to provide the claimant with either a written statement of employment particulars or a written contract (pursuant to section 1(1) of the Employment Rights Act 1996), the tribunal awards a minimum amount of two weeks' pay pursuant to section 38 of the Employment Act 2002. The respondent must pay the claimant the sum of £800.00 (net).
4. The total amount awarded to the claimant is therefore £3,041.40 (net).

Employment Judge **Wilkinson**  
**(signed electronically)**

Date: 28 June 2021

Amended: 19 July 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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