



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M. Khan

**Respondent:** Spice Villege Indian Restaurant Ltd

**Heard at:** Watford (by CVP)

**On:** 15 July 2021

**Before:** Employment Judge McNeill QC

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr Saleem, Consultant

## JUDGMENT

- (1) The Claimant's claims for a failure to pay notice pay, unlawful deductions from wages/breach of contract and a payment in lieu of annual leave are all upheld.
- (2) The Claimant is entitled to damages in the sum of £190.15 in respect of the Respondent's breach of contract in failing to pay him the one week's notice pay due to him on termination of his employment on 1 March 2020.
- (3) The Claimant is further entitled to the sum of £437.75 in respect of the Respondent's unlawful deduction from his wages/breach of contract in relation to the pay due to him in December 2019, including overtime pay, and to the total sum of £1,647.96 in respect of the Respondent's unlawful deduction from his wages/breach of contract in relation to the pay due to him in January and February 2020,
- (4) The Claimant's claim for a payment in lieu of annual leave is well-founded in relation to the period from 1 September 2019 to 1 March 2020 and the Claimant is awarded the sum of £411.99 to be paid by the Respondent to the Claimant.
- (5) The total sum to be paid by the Respondent to the Claimant is **£2,687.85**.

- (6) The name of the Respondent is amended by agreement between the parties to Spice Villege Indian Restaurant Ltd (“Village” is spelt “Villege” in the company name).

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Employment Judge McNeill QC

Dated: 15 July 2021

Sent to the parties on: ....

.....  
For the Tribunal

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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