



# EMPLOYMENT TRIBUNALS

**Claimant:** Shuhdi Ali

**Respondent:** James Thorp (1)  
Khalid Nasser Al-Thani (2)

**Heard at:** Leeds (by cvp)                      **On:** 03 August 2021

**Before:** Employment Judge Housego

## Representation

Claimant: In person

Respondents: In person

## JUDGMENT

1. The Respondents employed the Claimant, and made deductions from his pay contrary to S13 of the Employment Rights Act 1996.
2. Those deductions were a failure to pay salary totalling £21,250, and I order the Respondents to pay this sum to the Claimant.
3. The Respondents did not provide a statutory statement of principal terms and conditions of employment.
4. I order the Respondents to pay the Claimant two weeks' pay in consequence, by reason of S38 of the Employment Act 2002.
5. The sum I order that the Respondents pay to the Claimant for this award is £1,153.84.
6. The total the Respondents are ordered to pay to the Claimant is £22,403.84.
7. The Respondents are jointly and severally liable to the Claimant.
8. The award is to be paid gross, and it is for the Claimant to deal with HMRC in respect of any tax or national insurance obligations.

# REASONS

A full ex tempore judgment was given on the day of the hearing and the reasons were given in that judgment.

Employment Judge Housego  
Date 03 August 2021