



EMPLOYMENT TRIBUNALS

Claimant: Mr Shujahat Hussain

Respondent: Food Containers Manufacturing UK Ltd

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 25 – 27 August 2021

Before: Employment Judge Barrett

Representation

Claimant: Mr Alex Shellum, counsel
Respondent: Mr Alan Williams, Solicitor, Peninsula

Interpreter: Mr Yashab Tamanna, Urdu language interpreter

The Tribunal gave judgment as follows:-

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent wrongfully dismissed the Claimant in breach of his contractual entitlement to notice.
3. The Respondent made unauthorised deductions from the Claimant's wages.
4. The Respondent failed to provide the Claimant with a written statement of the main terms of his employment in accordance with section 1 Employment Rights 1996.
5. The Respondent must pay the Claimant £29,984.00 comprising:
 - a. £1,661.97 in compensation for unauthorised deductions from wages;

- b. A basic award of £5,544.35;
- c. A compensatory award of £22,144.04, which includes an uplift of 25% in respect of the Respondent's failure to comply with the ACAS Code;
- d. £633.64 in respect of the Respondent's failure to provide the Claimant with a written statement of the main terms of his employment.

Employment Judge Barrett
Date: 31 August 2021