



EMPLOYMENT TRIBUNALS

Claimant: Mr Ghaffar

Respondent: (1) Islamic Mosque Brent
(2) Zia Ul Uloom

UPON APPLICATION made by the second respondent's letter dated 15 December 2021 to reconsider the judgment dated 3 December 2021 under rule 71 of the Employment Tribunals Rules of Procedure 2013, and without a hearing,

AND UPON Employment Judge Cowen making an initial consideration to the parties that the application should proceed on 18 February 2022,

AND UPON all parties agreeing that the reconsideration should proceed without a hearing, and that the claimant asserting that no error of administration had occurred with regard to the holiday and thus no reconsideration was appropriate.

JUDGMENT

1. The Judgment of 3 December 2021 be varied as follows:

a) an amendment to the amount to be paid in respect of notice pay because it was erroneously calculated at the rate of 1.5 weeks pay instead of 1 week. Similarly, it should be limited to an additional two weeks of pay at £150 = £300.

b) an amendment to the amount to be paid in respect of holiday pay because this should be limited by reference to s. 23(4A) Employment Rights Act 1996 to a period of two years prior to the issue of the claim. Hence it should be limited to the period 18 May 2018 to 18 May 2020; 8 weeks x £150 = £1,200.

c) The application have all the damages attributable to the first respondent is dismissed in line with paragraphs 57 and 62 of the original judgment, as the liability lies with the second respondent.

Employment Judge **Cowen**
16.03.2022
JUDGMENT SENT TO THE PARTIES ON

.....
.....
FOR THE TRIBUNAL OFFICE