



EMPLOYMENT TRIBUNALS

Claimant: Mr R Chaudhary

Respondent: British Airways Plc

Heard at: Reading via CVP **On:** 24 and 25 January 2022

Before: EJ Milner-Moore (sitting alone)

Representation

Claimant: In person

Respondent: Ms B Venkata (Counsel)

CORRECTED JUDGMENT

1. The claim of unfair dismissal is not well founded. The respondent fairly dismissed the claimant.
2. Alternatively, even if the dismissal had been held to be procedurally unfair in the manner alleged, it would not be just and equitable to make any basic or compensatory award:
 - a. The claimant would have been fairly dismissed following a fair disciplinary process; and
 - b. The claimant contributed to his dismissal through blameworthy conduct and to such an extent that a 100% reduction would have been appropriate to any basic or compensatory award.
3. The respondent made unauthorised deductions from the claimant's wages in the following amounts (which are expressed as gross sums and in relation to which the claimant is responsible for any income tax or employee national insurance contributions):
 - a. £601.21 (in relation to a failure to honour salary increases in November 2018 and January 2019),
 - b. £377.16 (In relation to arrears in relation to previous underpayments of holiday pay),
 - c. £23.86 (in relation to two hours unpaid overtime),
 - d. £320.83 (in relation to a 2019 bonus), and

e. £538.36 (in relation to 43 hours unpaid holiday).

Employment Judge **Milner-Moore**

Date. 19 April 2022

JUDGMENT SENT TO THE PARTIES ON

28/4/2022

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FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.