



## EMPLOYMENT TRIBUNALS

**Claimant**

**Mr R Babra**

**Respondent**

**CAD Surveys Ltd**

**Heard at: Watford (by Cloud Video Platform)**

**On: 4 January 2022 and 25 April 2022 (2 days)**

**Before: Employment Judge French**

**Appearances:**

**For the Claimant: Mr J Duffy, Counsel**

**For the Respondent: Mr H Dhorajiwala, Counsel**

## JUDGMENT

1. The claim for unfair dismissal is well-founded and is upheld.
2. The claim for unauthorised deductions from wages is well-founded and upheld.
3. The claim for holiday pay is well-founded and is upheld.
4. The claim for redundancy pay is not well-founded and is dismissed.
5. The respondent failed to provide the claimant with written particulars of his employment and an award under s38 Employment Act 2002 forms part of the global compensation figure detailed in point 6.
6. By consent, the respondent is to pay the claimant the sum of £15,000.00 as compensation for all upheld claims. This is to be paid in three installments, the first payment of £5000.00 is due 14 days from the day of this Judgment, followed by a payment of £5000.00 on 9 June 2022 and £5000.00 on 9 July 2022.

---

**Employment Judge French**

25 April 2022

3301303/2021

Sent to the parties on:

5/5/2022

For the Tribunal:

N Gotecha

Note:

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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.