



EMPLOYMENT TRIBUNALS

Claimant: Mr S. Gillani

Respondent: F.Q Contractors Ltd

Heard at: London South
December 2021

On: 29 November to 02

Before: Employment Judge T.R. Smith

Members Ms Mitchell
Ms MacDonald

Representation

Claimant: In person via Ms Khan (interpreter)

Respondent: Mr Crosskey (representative)

CORRECTED JUDGMENT

1.The claimant's complaints of direct discrimination is not well founded and is dismissed.

2.The claimant's complaints of harassment is not well founded and is dismissed.

3.The claimant's complaints of unlawful deduction from wages is well-founded and the tribunal declares accordingly and awards the claimant £500.

4.The claimant's complaints of non-payment of holiday pay is well-founded and the tribunal declares accordingly and awards the claimant £780.

5.The claimant's complaints under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 is not well-founded and is dismissed.

6.The claimant's complaints under section 38 of the Employment Act 2002 is not well-founded and is dismissed.

Employment Judge T.R. Smith

Date 23 March 2022