



EMPLOYMENT TRIBUNALS

Claimant: Mr J Jaffrey

Respondent: Euro Garages Limited

Resumed Hearing at Southampton

On: 27 and 28 June 2022

Before: Employment Judge Craft
Mr N Knight
Mrs A Sinclair

Representation

Claimant: Himself

Respondent: Mr P Keith, Counsel

UNANIMOUS JUDGMENT

1. The Claimant's claims that he was dismissed for refusing to comply with a requirement of the Respondent to work more than 48 hours per week in breach of the Working Time Regulations contrary to s101A Employment Rights Act 1996 and for asserting a statutory right not to work more than 48 hours a week in breach of the Working Time Regulations contrary to s104 Employment Rights Act 1996 fail and are dismissed.
2. The Claimant's claims that he was subjected to direct race discrimination and harassment on the Respondent's premises on 4 December 2019 contrary to s13 and s26 Equality Act 2010 fail and are dismissed. The Claimant's claim that he was victimised by the Respondent contrary to s27 Equality Act 2010 fails and is dismissed.
3. The Claimant's claim that the Respondent made unauthorized deductions from his wages during the course of his employment with the Respondent contrary to s23 Employment Rights Act 1996 fails and is dismissed.
4. The Claimant was wrongfully dismissed by the Respondent which acted in breach of his contract of employment by failing to pay him in lieu of one week's notice due to him when he was dismissed. The Claimant is awarded damages of **£346** for that breach of contract by the Respondent.

5. The Respondent's application for costs to be awarded against the Claimant was refused by the Tribunal.

Employment Judge Craft
Date 1 July 2022

JUDGMENT SENT TO THE PARTIES ON
11 July 2022 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.