



EMPLOYMENT TRIBUNALS

Claimant: Mr Q R Mahrban Moqadam
Respondent: Animals Are Us Limited
Heard at: Watford (via CVP)
On: 21 July 2022
Before: Employment Judge T Brown (sitting alone)

Appearances

For the Claimant: In person
For the Respondent: (No response accepted, not in attendance, and without having asked to make representations)

JUDGMENT

UPON the Tribunal on 26 January 2022 declaring that a Judgment had been issued against the Respondent under Rule 21 of the Employment Tribunals Rules of Procedure but it appearing that no such judgment has in fact been issued;
AND UPON the Tribunal on 23 June 2022 having declined to accept a response presented out of time;
AND UPON the refusal of the Respondent's application dated 18 July 2022 for the postponement of the hearing on 21 July 2022;
AND UPON reading the Tribunal file, considering the documents and written representations put before the Tribunal, and hearing the Claimant under affirmation, and there being no application by the Respondent to participate in the hearing:

- (1) The Claimant's complaints of religion, belief and disability discrimination, unfair dismissal, and reference in relation to a redundancy payment are hereby dismissed on withdrawal.
- (2) The Claimant's claim for breach of contract, insofar as it relates to a claim for breach of a term of his contract requiring the employer to provide living accommodation for the employee is outside the jurisdiction of the Employment Tribunals by virtue of Articles 3 and 5 of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994.

- (3) The Claimant's claim for breach of contract is well-founded, insofar as it relates to unpaid wages for the period between 1 and 13 June 2019 (prior to his dismissal), and after that period insofar as it constitutes a claim for wrongful dismissal.
- (4) The Respondent is hereby ORDERED to pay to the Claimant the sum of £10,192.14, comprising:
 - (i) £2,692.31 for unpaid wages for the period 1 to 13 June 2019;
 - (ii) £5,384.62 for notice pay;
 - (iii) £796 for professional indemnity insurance;
 - (iv) £263 for unpaid employer's pension contributions;
 - (v) £1056.21 for accrued but untaken annual leave; and
- (5) The Respondent is hereby ORDERED to pay to the Claimant the sum of £2,533.24, being interest on the above sum from 13 June 2019 to 21 July 2022.

Employment Judge T Brown
21 July 2022

DECISION SENT TO THE PARTIES ON
30 July 2022

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FOR THE TRIBUNAL OFFICE

Reasons for the Employment Tribunal's decision having been given orally on 21 July 2022, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.