



EMPLOYMENT TRIBUNALS

Claimant: Mr Guru Sharma Mahankali
Respondent: World Shirdi Baba Organisation UK (a Charity)

Heard at: East London Hearing Centre

On: 26, 27 and 28 July 2022

Before: Employment Judge Burgher
Members: Ms J Henry
Ms P Alford

Appearances

For the Claimant: Dr Narayanan (Friend)
For the Respondent: Ms McGhee (Counsel)

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

- 1 The Claimant's claim that he was unfairly dismissed for asserting a statutory right fails and is dismissed.
- 2 The Claimant's claim for unlawful deduction of wages succeeds.
- 3 The Claimant's claim for unpaid notice succeeds.
- 4 The Respondent is ordered to pay the Claimant the total sum of £6309.03 (calculated on a net basis) in respect of his claims consisting of:

Shortfall in May 2020	(including food allowance)	£676.00
Non payment in June 2020	(including food allowance)	£1226.00

Non payment for July 2020 (no food allowance)	£1076.00
Non payment for 2 weeks in August 2020 (no food allowance)	£496.61
One months contractual notice (no food allowance)	£1076.00
Subtotal	<u>£4550.61</u>
2 weeks pay for failing to provide written particulars	£496.61
Subtotal	<u>£5047.22</u>
25% ACAS uplift for not addressing grievance	£1261.81
Total	<u>£6309.03</u>

Employment Judge Burgher
Dated: 28 July 2022