



EMPLOYMENT TRIBUNALS

Claimant: Mr A Shah

Respondent: Greystoke Property Management Ltd (1)
Mr Ali Baker (2)

Heard at: Watford Employment Tribunal (in public; in person)

On: 12 August 2020

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: In Person
For the respondents: Ms N Amin, counsel

JUDGMENT

1. All claims against Mr Ali Baker, the second respondent, are dismissed.
2. The Claimant's employer was the first respondent, Greystoke Property Management Ltd (hereafter, "the Respondent").
3. The claim for unauthorised deduction from wages succeeds. The wages properly payable for the period 1 June 2020 to 13 September 2020 were £624 per calendar month and the Respondent made an unauthorised deduction by paying only £300 per calendar month. The aggregate deduction was £1132.40 gross.
4. The Claimant was entitled to 8 weeks notice and received 8 weeks notice. The shortfall in payments for that notice period is addressed by the unauthorised deduction from wages decision, and no separate award for breach of contract is made.
5. The Claimant used no annual leave during the partial leave year which commenced 1 January 2020 and ended on 13 September 2020. His entitlement under Regulation 14 the Working Time Regulations 1998 is $(5.6 \times 257/365 \times [\text{week's pay}])$. Since his week's pay was £144, that works out as £567.80 gross.
6. The Claimant was not dismissed by reason of redundancy and is not entitled to a redundancy payment.

7. The Claimant was not unfairly dismissed.
8. Therefore, in respect of the successful complaints mentioned above, the Respondent is ordered to pay the Claimant the total gross sum of £1700.20. If the Respondent is obliged to make PAYE deductions on this amount, then it satisfies the judgment by making the full payment to the Claimant, net of (only) any such lawfully required PAYE deductions.

Employment Judge Quill

Date: 12 August 2022

JUDGMENT SENT TO THE PARTIES ON
30/08/2022

.....
J Moossavi

.....
FOR THE TRIBUNAL OFFICE

Notes

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

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.