



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr P K Amada

v

Carlisle Support Services  
Group Limited

Heard at: London Central

On: 11, 12 & 13 October  
2022

Before: Employment Judge Beyzade

Members: Mr M Simon, Tribunal Member  
Mr R Miller, Tribunal Member

## Representation

For the Claimant: Mr D Potter, Lay Representative

For the Respondent: Mr J Munro, Solicitor

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

### 1. The unanimous judgment of the tribunal is that:

1.1. The claimant's complaint of unfair dismissal (constructive) is well-founded, and it succeeds, and the claimant is therefore awarded the sum of **TWENTY THOUSAND FIVE HUNDRED AND ELEVEN POUNDS AND FIFTY-NINE PENCE [£20,511.59]** comprising £12,061.40 basic award and £8,450.19 compensatory award;

1.2. the claimant's claim of direct race discrimination is not well-founded and is dismissed;

- 1.3. the complaint of unauthorised deduction from wages in respect of holiday pay between October 2020 and November 2020 is well founded and the respondent is ordered to pay the claimant the sum of **ONE HUNDRED AND FIFTY-SEVEN POUNDS AND TWENTY-SEVEN PENCE [£157.27]** from which tax and national insurance requires to be deducted, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to Her Majesty's Revenue and Customs.
- 1.4. The remainder of the claimant's claims for arrears of pay and breach of contract are dismissed.

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Employment Judge Beyzade

Dated: 13 October 2022

Sent to the parties on:

14/10/2022

For the Tribunal Office

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

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