



EMPLOYMENT TRIBUNALS

Claimant: Mr M Ghanem

Respondent: Al Basha Restaurant Ltd

Heard at: West Midlands Employment Tribunal
On: 15 December 2022

Before: Employment Judge Noons

Representation

Claimant: in person

Respondent: Mr Hammad - director

JUDGMENT

It is the judgment of the Employment Tribunal that:

1. The claimant was an employee of the respondent.
2. The claimant's claim for unlawful deduction from wages is well founded and I make a declaration to that effect.
3. The claimant's claim for payment for accrued but untaken holiday pay is well founded and I make a declaration to that effect.
4. The claimant's claim for wrongful dismissal is well founded and I make a declaration to that effect.
5. The respondent is ordered to pay **£20,144.09** to the claimant.
6. This is made up of the following net amounts:
 - a. £19,065.40 for unpaid wages.
 - b. £874.60 for accrued but untaken holiday pay; and
 - c. £204.09 for notice pay.

Employment Judge Noons

Date 15 December 2022

Notes

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.

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.