



EMPLOYMENT TRIBUNALS

Claimant

Mr N. Abbas

AND

Respondent

Squizzas! Ltd

HEARD AT:

Watford Tribunal Centre (Hybrid)

ON: 2 December 2022

BEFORE:

Employment Judge Douse (Sitting alone)

Representation:

For Claimant: In person

For Respondent: Non-attendance

JUDGMENT

1. The claimant was unfairly dismissed by the respondent
2. The respondent unlawfully deducted wages from the claimant
3. The respondent failed to pay notice pay to the claimant

REMEDY

4. The respondent is ordered to pay the claimant a basic award of **£1352** (gross), and a compensatory award of **£5,762** (net)
5. The respondent is ordered to pay the claimant a sum of **£250**¹
6. The respondent is ordered to pay the claimant the net sum of **£1,016** in relation to unpaid notice pay

¹ In my oral judgment I incorrectly expressed this figure - I take this opportunity to correct that mistake and further explanation is provided in relation to the relevant figures within the Schedule below

7. The respondent is ordered to pay the claimant the gross sum of **£2,928** in relation to unpaid wages

In respect of any gross amount, the respondent can comply with this element of the award by deducting and paying any relevant tax and national insurance, and by providing evidence that this has been paid, before paying the net amount to the claimant. If this is not done, the gross amount is payable to the claimant.

Schedule

Unfair dismissal

Basic award:

2 years at 1 week (age at dismissal 34) x £676 per week = **£1352**

Compensatory award:

The claimant mitigated his losses for a further period of 26 weeks, after which he could have reasonably secured employment at a level of remuneration at least equivalent to his previous salary.

£508 per week (net statutory cap at date of dismissal) x 26 weeks = £11,518

Deduction of income earned by claimant during that period - £5756
= **£5762**

Loss of statutory rights = **£250**

Notice pay

2 weeks x £508 (net weekly rate) = **£1016**

Unpaid wages

1 month x £2928 (gross monthly rate) = **£2928**

Employment Judge K Douse

Dated: ...2 December 2022.....

Sent to the parties on: 3/1/2023

N Gotecha

For the Tribunal Office

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/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.