



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr F Ali  
**Respondent:** Sonargaon Limited  
**Hear at:** Birmingham by CVP on 20 February 2023  
**Before:** Employment Judge Hindmarch  
**Members:** Mr J Sharma  
Ms S Campbell

## Appearances

**For the Claimant:** Mrs Heffernan – paralegal  
**For the Respondent:** Did not attend

## JUDGMENT

1. The complaint of unfair dismissal is dismissed on withdrawal.
2. The complaint of disability discrimination is well founded, and the Claimant is awarded the sum of £4000 for injury to feelings and £5159.16 for loss of earnings. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996 the prescribed period is from 31.08.2021 to 20.02.2023 and the Prescribed element is £5159.16.
3. The complaint of unlawful deductions from wages is upheld and the sum of £2263.89 is awarded.
4. The claim for notice pay is well founded and the sum of £195.16 is awarded.
5. The claim for holiday pay is well founded and the sum of £468.38 is awarded.
6. The Respondent was in breach of its duty under section 1 (1) Employment Rights Act 1996 to give a statement of employment particulars to the Claimant. An award of 4 weeks pay is made in the sum of £780.64.

Employment Judge Hindmarch  
20 February 2023