



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jaswinder Singh  
**Respondent:** Jeet International Limited  
**Heard at:** Reading **On: 10 July 2023**  
**Before:** Employment Judge Gumbiti-Zimuto

**Appearances**  
**For the Claimant:** In person  
**For the Respondent:** Not attending and not represented

## JUDGMENT

1. The respondent's application for a postponement is refused.
2. It was determined by the Tribunal that the claimant's employment with the respondent was continuous from 1 April 2017 until 12 August 2021 and therefore the claimant has two years continuing employment with the respondent.
3. The claimant was unfairly dismissed.
4. The respondent is ordered to pay to the claimant the sum of **£7140** in compensation for unfair dismissal: comprising of-

Basic award :	£2040
Compensatory award: (notice pay - £2040) (loss of statutory rights - £510) (loss of earnings - £1530) Award pursuant to section 207A Trade Union and Labour Relations Consolidation Act 1992	£4080
	£1020
5. The respondent failed to pay to the claimant's holiday entitlement and is ordered to pay to the claimant the sum of **£4080**.
6. The claimant's claim for breach of contract in respect of failure to pay vehicle-related fines totalling £760 imposed in respect of a journey by the claimant while he was working for the respondent on 15 July 2021 is

withdrawn by the claimant. The withdrawal by the claimant is to enable the claimant to be able to expressly retain the right to bring proceedings in the civil courts in respect of the sums claimed.

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Employment Judge Gumbiti-Zimuto

Date: 10 July 2023

Sent to the parties on:  
14 September 2023

For the Tribunals 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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All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.