



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss R Jain  
**Respondent:** Veolia ES (UK) Limited  
**Heard at:** East London Hearing Centre (By CVP)  
**On:** 28, 29, 30 June, 03 and 04 July 2023  
**Before:** Employment Judge B Beyzade  
**Members:** Ms P Alford  
Ms J Houzer

## Representation

**For the Claimant:** In Person  
**For the Respondent:** Ms C Jennings, Counsel

## JUDGMENT

### The unanimous judgment of the Tribunal is that:

1. The claimant's complaints of holiday pay and notice pay having been withdrawn by the claimant, are dismissed under Rule 52 of the Rules contained in Schedule 1 of the *Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013*.
2. The claimant's complaint of unfair dismissal is not well-founded, and it is hereby dismissed.
3. The claimant's complaint of unfair dismissal pursuant to section 103 of the *Employment Rights Act 1996* is not well- founded and it is hereby dismissed.
4. The claimant's complaint of unfair dismissal pursuant to section 103A of the *Employment Rights Act 1996* is not well- founded and it is hereby dismissed.
5. The claimant's complaint of unfair dismissal pursuant to section 152 of the *Trade Union and Labour Relations (Consolidation) Act 1992* is not well-founded and it is hereby dismissed.

6. The claimant's complaint of direct race discrimination pursuant to section 13 of the *Equality Act 2010* is not well-founded and it is hereby dismissed.
7. The claimant's complaint of harassment related to race pursuant to section 26 of the *Equality Act 2010* is not well- founded and it is hereby dismissed.
8. The claimant's complaint of direct sex discrimination pursuant to section 13 of the *Equality Act 2010* is not well-founded and it is hereby dismissed.
9. The claimant's complaint of harassment related to sex pursuant to section 26 of the *Equality Act 2010* is not well- founded and it is hereby dismissed.
10. The claimant's complaints of unauthorised deductions of wages pursuant to section 13 of the *Employment Rights Act 1996* and breach of contract in respect of commission payments are not well-founded and they are hereby dismissed.
11. The claimant's complaints of unauthorised deductions of wages pursuant to section 13 of the *Employment Rights Act 1996* and breach of contract in respect of expenses payments are not well-founded and they are hereby dismissed.

**Employment Judge Beyzade**  
**Dated: 10 July 2023**