



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Reynolds

Respondent: Mr Anjesh Patel trading as Herbies

Heard at: East London Hearing Centre (By CVP)

On: 2 October 2023

Before: Employment Judge B Beyzade

Representation

For the Claimant: Miss T-M Reynolds, claimant's daughter/lay representative
For the Respondent: Mr A Patel, sole trader (in person)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the tribunal is that:

- 1.1. the Tribunal records that the correct name of the respondent is Mr Anjesh Patel trading as Herbies. The Clerk to the Tribunal is directed to amend the Tribunal's records accordingly.
- 1.2. the claimant's claim for breach of contract and unauthorised deductions from wages (arrears of pay) in relation to the period between 10 February 2023 and 12 February 2023 succeeds and the respondent is ordered to pay to the claimant the sum of ONE HUNDRED, AND THIRTY THREE POUNDS (£133.00) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.
- 1.3. the claimant's claim for breach of contract and unauthorised deductions from wages (arrears of pay - Statutory Sick Pay) in relation to the period between 12 April 2023 and 26 April 2023 succeeds and the respondent is ordered to pay to the claimant the

sum of TWO HUNDRED AND EIGHTEEN POUNDS AND EIGHTY PENCE (£218.80) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.

- 1.4. the remainder of the claimant's claim for breach of contract and unauthorised deductions from wages (arrears of pay) is not well founded and it is hereby dismissed.
- 1.5. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment which the respondent is ordered to pay to the claimant in the gross sum of ONE THOUSAND, NINE HUNDRED AND FIFTY-THREE POUNDS AND SEVENTY-FIVE PENCE (£1,953.75) [7.5 weeks x £260.50 gross weekly pay (£10.42 x 25 hours)].

**Employment Judge B Beyzade
Dated: 03 October 2023**