



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms Nawaz

**Respondent**  
Fenco Ltd t/a Homesafe Housing

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A REMEDY HEARING

**HELD AT** Midlands West                      **ON**                      17 November 2023

**EMPLOYMENT JUDGE** Harding

**MEMBERS**  
Ms Astill  
Mr Khan

### Representation

**For the Claimant:** Mr Riaz, Claimant's friend

**For the Respondent:** Mr Fakunle, Solicitor

### JUDGMENT

1 In respect of the successful claim of automatically unfair dismissal contrary to Section 103A of the Employment Rights Act 1996, the respondent shall pay to the claimant compensation in the sum of £1,708.43 (see attached annex).

2 In respect of the successful claim of an unlawful deduction from wages the respondent shall pay to the claimant unpaid wages in the sum of £586.56 (gross figure), see attached annex.

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

3 In respect of the successful claim of a failure to pay the claimant holiday pay in accordance with Regulation 14 of the Working Time Regulations, the respondent shall pay to the claimant the sum of £1,080.02 (gross figure), see attached annex.

4 In respect of the successful breach of contract claim the respondent shall pay to the claimant damages in the sum of £1,244.00, see attached annex.

5 The Recoupment Regulations do not apply.

Employment Judge Harding

Dated: 17 November 2023