

Case numbers:
1806610/2022
1806611/2022
1806612/2022
1806613/2022



EMPLOYMENT TRIBUNALS

Miss H Heh (1)

Solken Limited

Mr S Mirza (2)

Claimants

Respondent

Heard: In Leeds On: 6 to 7, 9 to 10, 13 to 14 November 2023

Judgment 16 November 2023

Before:

Employment Judge JM Wade

Mr D Wilks

Mr J Howarth

Representation:

Claimants: Mr Mirza, in person and for Miss Heh

Respondent: Mr R Clement, counsel

JUDGMENT

The unanimous Judgment of the Tribunal is:

1. The claimants' unfair dismissal complaints are not well founded.
2. The claimants' protected disclosure detriment complaints are not well founded.
3. The first claimant's unlawful deduction from wages complaint is dismissed.
4. The second claimant's unlawful deductions from wages complaint succeeds and the respondent shall pay to him the gross sum of £1167.24
5. The recoupment regulations do not apply.

Employment Judge JM Wade

Date: 16 November 2023