



EMPLOYMENT TRIBUNALS

Claimant: Mr Harjit Singh

Respondent: Bikramjit Singh
Gurmukh Singh
Manjit Singh
Balvinder Kaur
Charan Kaur
Gurdiyal Singh
Satpal Singh
Jatinder Kaur
Dara Singh
Mohanjit Singh
Members of the Management Committee of the Sri Guru
Nanak Prakash Singh Sabha (the Bristol Sikh Temple) (an
unincorporated association)

Heard at: Bristol On: 31st October / 1st / 2nd
November 2023

Before: Employment Judge P Cadney

Representation:

Claimant: Mr Charman Singh (Lay Representative)
Respondent: Mr E McFarlane
Interpreter: Mr A Butt (language Punjabi)

JUDGMENT

The judgment of the tribunal is that:-

- i) The claimant was not an employee of the respondent within the meaning of s230 Employment Rights Act 1996;
- ii) The claimant was a worker of the respondent within the meaning of s230 Employment Rights Act 1996;

- iii) The claimants claim for unlawful deduction from wages in the failure to pay the national minimum wage is well founded and the respondent is ordered to pay the claimant the sum of £1749.02
- iv) The claimants claim for accrued but unpaid holiday pay is well founded and the respondent is ordered to pay the claimant the sum of £1321.00
- v) The claimants claim for breach of contract in the failure to pay notice pay is not well founded and is dismissed.

(If either party seeks full written reasons for the decision given orally it must notify the tribunal in writing within 14 days of the date of promulgation of this Judgment.)

Employment Judge Cadney
Dated: 2 November 2023

Judgment sent to the Parties:
24 November 2023

FOR THE TRIBUNAL OFFICE