



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Tufail

**First Respondent:** B. Hospitality UK. Ltd

**Heard at** London Central (by CVP)

**On:** 1 December 2023

**Before** Employment Judge Shukla (sitting alone)

## Representation

Claimant: In person

Respondent: No appearance

## JUDGMENT

1. The complaint of unauthorised deduction from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period May 2023 (for work done in April 2023) to 19 July 2023 (for work done and leave taken in June and July 2023), such deductions being a series of deductions.
2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the sums due to the claimant by 25%
4. The complaint of unfair dismissal is not well-founded.
5. The complaint of failure to provide a written statement of employment particulars is not well-founded.
6. The respondent shall pay the claimant the sum of £3541, calculated as follows, on the basis of a week's pay of £223:

April 2023 pay	£82.50
June 2023 pay	£1265
June/ July 2023 leave	£520
1 month's notice pay	£965
Total	£2832.50
ACAS uplift of 25%	£3541

Employment Judge Shukla  
04/12/2023

JUDGMENT SENT TO THE PARTIES ON  
04/12/2023

FOR THE TRIBUNALS

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.