



EMPLOYMENT TRIBUNALS

Claimant: Mr M Iqbal
Respondent 1: Farhi Limited
Respondent 2: Click4Pharmacy Limited

Heard at: Midlands West Employment Tribunal via video hearing

On: 11 December 2023

Before: Employment Judge Fitzgerald

Representation

Claimant: Ms Javed
Respondent:1 Ms Wakil
Respondent 2: Mr Rafiq

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant was a worker of the First Respondent. The Claimant's claims are therefore correctly brought against the First Respondent.
2. The Claimant's claim of holiday pay succeeds and the First Respondent is ordered to pay him the sum of £264.33 gross.
3. The Claimant's claim of unlawful deduction of wages succeeds and the First Respondent is ordered to pay him the sum of £1,106.54 gross.
4. When these proceedings commenced the First Respondent was in breach of its duty to give the Claimant a written statement of particulars and an award of 4 weeks' pay is made. The First Respondent must pay the Claimant the sum of £532.80 gross.
5. The claims against the Second Respondent are dismissed.
6. The Tribunal has awarded gross amounts given that the Claimant is no longer working for the First Respondent and so the Claimant should account

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to HMRC as appropriate via Self-Assessment for any tax due on the sums awarded to him.

Employment Judge Fitzgerald
11 December 2023

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.