



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Dinesh Venkatesen  
**Respondent:** Mr Rajan Aggarwal  
**Heard at:** East London Hearing Centre  
**On:** 7 January 2025  
**Before:** Employment Judge Misra KC  
**Representation:**  
**Claimant:** In person  
**Respondent:** did not attend and was not represented

## JUDGMENT

1. The following complaints are well founded and succeed:
  - a) Failure to provide a statement of initial employment particulars and itemised pay statement contrary to sections 1 and 8 Employment Rights Act 1996;
  - b) Wrongful dismissal (breach of contract – failure to give notice of termination of employment);
  - c) Series of unauthorised deductions of wages contrary to section 13 Employment Rights Act 1996 and.
  - d) Breach of regulation 14 Working Time Regulations 1998 (failure to pay for accrued but untaken annual leave).
  
2. The Respondent must pay the Claimant the following compensation:

- a) £730.88 representing 4 weeks' pay under section 38 Employment Rights Act 1996;
- b) £182.72 for wrongful dismissal;
- c) £1,001.44 for unpaid holiday pay and
- d) £3,251.00 for authorised deductions.

**Total Award: £5,166.04.**

- 3. If and to the extent deemed necessary by HMRC, if at all, the Respondent shall be liable for any taxation and National Insurance on the sums above.

**Employment Judge E Misra KC  
Dated: 7 January 2025**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) 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.