



EMPLOYMENT TRIBUNALS

Claimant: Miss Bijal Kotecha

Respondent: Peepul Enterprise Limited

Heard at: Leicester

On: 10-12 November 2025

Before: Employment Judge New

REPRESENTATION:

Claimant: Mr Rix (Counsel)

Respondent: Ms Mallick (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

Holiday Pay

1. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for 10 days holiday accrued but not taken on the date the claimant's employment ended.

Unfair Dismissal

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. There is a **75%** chance that the claimant would have been fairly dismissed in any event.
4. 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 compensatory award payable to the claimant by **25 %** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

5. There was no blameworthy conduct by the Claimant, so no reduction is made for contributory fault.
6. A remedy hearing has been listed for 7 January 2026. Separate case management orders containing notice of hearing will be sent to the parties.

Approved by:
Employment Judge New
12 November 2025

Sent to the parties on
...04 December 2025.....
For the Employment Tribunal
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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 51) 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.