



EMPLOYMENT TRIBUNALS

Claimant: Mr M Cooper

Respondent: Marhabar Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2024 – Rule 22

1. All claims against Azharul Islam are dismissed because he was not the Claimant's employer.
2. Marhabar Ltd ("the Respondent") was the Claimant's employer at all relevant times. The Respondent made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£2917.44** (22.83 days at a rate of £127.79 per day)
3. The tribunal has limited jurisdiction. It can order an employer to make a payment for a shortfall in wages. It can order an employer to pay damages for breach of contract. In relation to the allegation "*There is also an incidental expense of £48.00 still owed regarding a duplicate payment for a single invoice to the company window cleaner in October during there new ownership*", I am not satisfied that the Claimant has demonstrated an entitlement to an award which is within the Tribunal's jurisdiction.

Approved by : **Employment Judge Quill**

Date: 12 January 2026

JUDGMENT SENT TO THE PARTIES ON

13 March 2026

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FOR THE TRIBUNAL OFFICE

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