



EMPLOYMENT TRIBUNALS

Claimant : Mr Sulman Saeed
Respondent: Relifeteh Recycling Limited
Heard at: London East Employment Tribunal (by CVP)
On: 22 and 23 April 2026
[part AM and PM on 23 April 2026 in chambers]
Before: Employment Judge B Beyzade

Representation

For the Claimant: In person
For the Respondent: Mr Muhammad Tayyab Raza, Director

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:

- 1.1 The claimant's complaints of unauthorised deductions from wages under section 13 of the Employment Rights Act 1996, in respect of alleged arrears of pay between January 2025 and May 2025, are not well founded and they are hereby dismissed.
- 1.2 The claimant's complaints under section 15 of the Employment Rights Act 1996, insofar as they relate to payments made by the claimant to Mr Sanju Kumar Kethavath in January in the amount of £2499.00, and in March 2025 in the sum of £1600.00 at the direction of the respondent and in connection with the respondent's business, are well founded and they succeed. The respondent is ordered to pay to the claimant the sum of £4,099.00, being the total amount of payments required to be made by the claimant in breach of section 15 of the Employment Rights Act 1996. This sum is payable on a net basis, without any deductions for tax or national insurance. In addition to making payment of the said amount to the claimant, the respondent is required to remit to His Majesty's Revenue and Customs any monies due and owing in respect of tax and national insurance relating to the sum payable to the claimant and shall account to the claimant for any such payment. The remainder

of the claimant's complaints under section 15 of the Employment Rights Act 1996 are not well founded and they are hereby dismissed.

- 1.3 The claimant's complaint of ordinary unfair dismissal pursuant to sections 94 and 98 of the Employment Rights Act 1996 stands dismissed on the ground that the claimant had not been continuously employed for a period of not less than two years ending with the effective date of termination in accordance with the requirements under section 108 of the Employment Rights Act 1996.
- 1.4 The claimant's complaint that the claimant was automatically unfairly dismissed contrary to section 104 of the Employment Rights Act 1996, by reason of asserting a statutory right relating to pay, is well founded and it succeeds.
- 1.5 The respondent is ordered to pay to the claimant a compensatory award for unfair dismissal in respect of loss of earnings for July and August 2025, subject to a 70% reduction for contributory conduct, and the claimant is accordingly awarded the sum of £1,310.06 (this being $£2,183.44 \times 2 = £4,366.88$, and thereafter $£4,366.88 \times 30\% = £1,310.064$). No compensatory award is made in respect of June 2025. No basic award is made. No grossing up for tax purposes is required.
- 1.6 The recoupment provisions set out in the Employment Protection (Recoupment of Jobseekers' Allowance and Income Support) Regulations 1996 (SI 1996/2349) do not apply in this case.
- 1.7 The claimant's complaints of wrongful dismissal / breach of contract (notice pay) are well founded and the respondent is ordered to pay to the claimant the sum of £656.25, being one week's statutory notice pay subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.
- 1.8 The claimant's complaint that the respondent failed to provide a written statement of particulars of employment to the claimant pursuant to section 1 of the Employment Rights Act 1996 is well founded and it succeeds. Pursuant to section 38 of the Employment Act 2002, the respondent is ordered to pay to the claimant the sum of £1,312.50, being two weeks' gross pay.

Approved By:
Employment Judge B Beyzade
Dated: 23 April 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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.

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Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>