



EMPLOYMENT TRIBUNALS

Claimant: Mr J Singh

Respondent: Jliral Ltd

Heard at: Lincoln

On: 17th July 2026

Before: Employment Judge Ben Chapman

REPRESENTATION:

Claimant: In person (supported by an interpreter).

Respondent: Did not attend.

REMEDY JUDGMENT

1. The Tribunal declares that the respondent did not provide to the claimant **payslips**.
2. The respondent made **unauthorised deductions from the claimant's wages** in the period from **19 January 2023** to **05 November 2024**.

The respondent shall pay the claimant **£46,517.22**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

3. The respondent shall pay the claimant **£800.80** as damages for breach of contract in the failure to pay **notice pay**. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. The respondent made an unauthorised deduction from the claimant's wages by **failing to pay the claimant for holidays accrued** but not taken on the date the claimant's employment ended.

The respondent shall pay the claimant **£4334.72**. The claimant is responsible for paying any tax or National Insurance.

5. The claimant was **unfairly dismissed**. The respondent shall pay the claimant the following sums:

- a. A basic award of **£800.80**.

Note that this is the actual sum payable to the claimant after any deductions or uplifts have been applied.

6. The respondent shall pay the claimant the following sums in respect of **direct discrimination based upon religion**:

- a. Compensation for injury to feelings: **£15,000**;
b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£2000**.

Approved by:

Employment Judge Ben Chapman

17 July 2026

Judgment sent to the parties on:

27/08/2026

For the Tribunal:

J. Woolley

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include

any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/