

Case No. 1300191/2019

EMPLOYMENT TRIBUNALS

BETWEEN

Mr P Hastings AND B & M Odedra Limited

Claimant Respondent

HELD AT Birmingham ON 17 May 2019

EMPLOYMENT JUDGE Self

Representation

For the Claimant: In Person

For the Respondent: Mr D Kabra - Lay Representative

JUDGEMENT

- The identity of the Respondent is amended from being Mr M Odedra to B & M Odedra Limited and the claim against Mr Odedra personally is dismissed upon withdrawal.
- 2. The Claimant was made redundant on 13 November 2018 and the Respondent shall pay £12,700 by way of the Claimant's statutory redundancy payment.
- 3. The Claimant was wrongfully dismissed, and the Respondent shall pay the sum of £3,720.04 after tax and national insurance deductions have been made and deductions made for earnings of the Claimant during his notice period in mitigation of his loss.
- 4. It is declared that the Respondent has made unlawful deductions from the Claimant's wages and the Respondent shall pay the Claimant the net sum

of £1,129.48 after tax and national deductions made (Gross sum £1,515.20).

- 5. It is declared that the Respondent shall pay the Claimant 4 weeks pay (£ 3,030.40 gross / £2,258.96 net) in respect of its failure to provide the Claimant with written terms and conditions of employment pursuant to section 38 of the Employment Act 2002.
- 6. The Claim for unpaid holiday pay is dismissed.
- 7. For the avoidance of doubt the Respondent shall pay to the Claimant the total net sum of £19,808.48.

Employment Judge Self Dated: 16 May 2019