



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Z Ali

**Respondent:** Freco Cakes Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of £2118.18.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £1059.09.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £706.06.
4. The claimant was unfairly dismissed and the respondent is ordered to pay him compensation comprising of a basic award of £488.81 and a compensatory award at the maximum amount of 52 weeks' pay in the sum of £8472.72.
5. The hearing listed on 7 December 2020 is cancelled.

Employment Judge Maidment  
Date: 23 October 2020  
JUDGMENT SENT TO THE PARTIES ON  
AND ENTERED IN THE REGISTER  
Date: 27 October 2020