



EMPLOYMENT TRIBUNALS

Claimant: Mr F Alkatheri

Respondent: Ginseng Limited

London Central:

Before: Employment Judge Nicolle sitting with non-legal members Mr I Mclaughlin and Ms D Olulode

Representation: neither party was legally represented.

Judgment

1. The Claimant was an employee of the Respondent for the one day he worked on 25 April 2022 in accordance with the section 230 of the Employment Rights Act 1996 (the ERA).
2. The claim for an unauthorised deduction from wages succeeds and the Respondent is ordered to pay the Claimant the sum of £768 in relation to the one day he worked on 25 April 2022 together with a one week contractual notice period.
3. The sum of £768 is uplifted by 25% as a result of a failure by the Respondent to comply with the ACAS Code of Conduct on Disciplinary and Grievance Procedures (2015) (the ACAS Code) giving a total gross sum of £960.
4. The Claimant is responsible for any applicable tax or employer national insurance contributions in relation to the above sum.
5. The claim for direct discrimination because of religion or belief pursuant to section 13 of the Equality Act 2010 (the EQA) fails and is dismissed.

Reasons

1. Oral reasons were given to the parties on 17 March 2023.

Employment Judge Nicolle

17 March 2023

Sent to the parties on:

17/03/2023

For the Tribunal:

Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.