



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Z Bhatti

**Respondents:** (1) Nimesh Yadev  
(2) Office First Limited  
(3) Jiya Investments Ltd

**Heard at:** London South                      **On:** Friday, 21 December 2018

**Before:** Regional Employment Judge Hildebrand

## **Representation**

**Claimant:** In Person

**Respondents:** Did not attend

# JUDGMENT

The judgment in this case is as follows: -

1. The Claimant is entitled to be paid by the Respondent jointly and severally the sum of £1,338.93 in respect of unlawful deduction of wages.
2. The Claimant was unfairly dismissed by the Respondents by a reason of his assertion of a statutory right.
3. He is not entitled to a basic award.
4. He is entitled to a compensatory award of 4 weeks' pay calculated on the basis of 70 hours per week at the national minimum wage rate of £7.83 that is £2,192.40.
5. This is awarded gross because there is no evidence that the Claimant would be paying tax on any of these sums.
6. This is not an award to which the recoupment regulations apply because the Claimant has told me that he did not receive any state benefits during the period in question.

7. The Claimant did not receive in accordance with s.1 of the Employment Rights Act 1996 a statement of initial particulars of employment after one month in employment. I am therefore required to consider an award under s.38 of the Employment Act 2002. I consider the award should be in the sum of 4 weeks' pay that is £2,192.40 following the default which I consider is serious on the part of the Respondent.
8. The Total to be paid by the Respondent to the Claimant is £5723.73

Regional Employment Judge Hildebrand

Date 28 December 2018

Note

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.