



EMPLOYMENT TRIBUNALS

Claimant: Sat Pal

Respondent: Manpreet Singh Bram

Heard at: Birmingham Employment Tribunal
On: 27 May 2021

Before: Employment Judge Noons

Representation

Claimant: Himself

Respondent: Did not attend

JUDGMENT

The Judgment of the Tribunal is that:

1. The claim of unfair dismissal is well founded and succeeds.
2. The claim for unlawful deduction from wages is well founded and I make a declaration to that effect.
3. The Respondent failed to provide the claimant with an itemised pay statement in accordance with S8 Employment Rights Act 1996 and I make a declaration to that effect. I also make a determination that the pay slip would have shown £507 as the gross sum to the claimant with a net sum of £400 per week.
4. The claimant's claim for wrongful dismissal is not upheld.
5. The claimant's claim for a failure to consult under Transfer of Undertakings (Protection of Employment) Regulations 2006 is not upheld.

Remedy

6. The Respondent is ordered to pay the claimant the net sum of **£6,084** as a basic award.
7. The Respondent is ordered to pay the claimant the net sum of **£5,600** in relation to his claim for unlawful deduction from wages.

8. The Respondent is ordered to pay the claimant to net sum of **£3,865** as a compensatory award.

Employment Judge Noons

Date: 27/05/2021