



EMPLOYMENT TRIBUNALS

Claimant: Mr H. Elaadouli

Respondents: Hats (H2S)

Heard at: London Central
Before: Employment Judge Goodman

On: 11,12 May 2017

JUDGMENT

1 The respondent unfairly dismissed the claimant. The basic award is £5,420.31 and the compensatory award is £3,983.58. The awards are increased by 20% for breaches of the ACAS Code on Discipline and Grievance. Total award to be paid by the respondent to the claimant for unfair dismissal: £11,284.66.

2 The respondent failed on request to provide written reasons for dismissal, for which there is a further award of 2 weeks pay to be paid by the respondent to the claimant, also increased by 20%, of £619.46.

3 The respondent made unlawful deductions from wages in the sum of £3,172.76 and is ordered to pay this to the claimant.

4 The respondent is ordered under rule 76(4) to reimburse the claimant £1,200 for Tribunal fees paid to bring this claim.

Employment Judge Goodman
12 May 2017

Note

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless requested within 14 days of this written record of the decision being sent to the parties.