



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Belkadi

**Respondents:** (1) Edward Jones Estate Agents  
(2) Real Life Estates Limited  
(3) Real Life Estates, Edward Jones Estate Agents,  
Mr Ashar Shuja and Mr Imran Ahmed  
(4) Real Life Estates Ltd t/a Edward Jones 2018-19

**Heard at:** Nottingham                      **On:** 19 November 2018

**Before:** Employment Judge Moore

## **Representation**

**Claimant:** In Person  
**Respondent:** Did not attend

# JUDGMENT

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

1. The respondent(s) have made an unauthorised deduction from the claimant's wages in that they have failed to pay the claimant the national minimum wage. The respondent(s) are ordered to pay the claimant the sum of £1565.60 being the amount of the deduction and a further sum of £350.00 under Section 24 (2) Employment Rights Act 1996.
2. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £626.40.
3. It is declared that the respondent(s) have failed to provide the claimant with itemised pay statements contrary to section 8 of the Employment Rights Act 1996.
4. The respondent(s) failed to comply with ERA sections 1 and 4 in relation to the claimant and must pay her a further sum of £1252.80 pursuant to section 38 of the Employment Act 2002, being an amount equal to 4 weeks' pay.
5. The total sum payable to the claimant by the respondent(s) is £3794.80.

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Employment Judge Moore

Date 19 November 2018

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

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