



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Khan

**Respondents:** P2M Coffee Ltd (1)  
Mr R Pandya (2)

**Heard at:** Croydon (by cloud video platform)

**On:** 28 and 29 September, 30 November and 1 December 2020

**Before:** Employment Judge Nash  
Mr N Aziz  
Mr A Peart

## Appearances

For the claimant: Ms Forsythe, caseworker

For the respondents: Ms Omotosho, solicitor

## JUDGMENT

1. The first and second respondents subjected the claimant to detriments on the ground that he made a protection disclosure contrary to s47B(1) and (1A) Employment Rights Act 1996.
2. The first respondent made unauthorised deductions from the claimant's wages contrary to s13 Employment Rights Act 1996.
3. The first respondent failed to give the claimant written itemised pay statements in line with s8 Employment Rights Act 1996.

Employment Judge Nash

1 December 2020

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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