



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Hossain

**Respondent:** UK 1 Non Woven Ltd

**Heard at:** Manchester

**On: 31 January 2022**

**Before:** Employment Judge Sharkett

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal is well founded and succeeds
2. Polkey applies to the extent of 100% and no compensatory award is made
3. The Respondent is ordered to pay to the claimant a Basic Award in the sum of £1382.25
4. The Respondent is ordered to pay to the claimant the sum of £1290 in lieu of holidays accrued but not taken on the date of termination (the claimant will account to HMRC for any employee tax payable on this sum)
5. The Respondent failed provide the claimant with a written statement of terms and conditions of employment.
6. The Tribunal awards the sum of 4 weeks pay to the claimant in the sum of £1843, to be paid by the Respondent. (the claimant will account to HMRC for any employee tax payable on this sum)
7. The total award made to the claimant is £4515.25

Employment Judge Sharkett

Date: 31 January 2022

JUDGMENT SENT TO THE PARTIES ON

2 February 2022

FOR THE TRIBUNAL OFFICE

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2407959/2021**

Name of case: **Mr R Hossain** v **U.K.1 Non Woven Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: 2 February 2022

"the calculation day" is: 3 February 2022

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office