



EMPLOYMENT TRIBUNALS

Claimant: Mr J Nawroz

Respondent: Mr A Ekrayim & Others Trading as Damasgate Wholesale

Heard at: Watford
On: 13-14 March 2023

Before: Employment Judge Caiden

Representation

Claimant: In person

Respondent: Mr A Bardanm, Human Resources Advisor at Respondent

JUDGMENT

1. The complaint of failure to pay statutory redundancy pay is dismissed upon withdrawal of the claim by the Claimant.
2. The complaint of unfair dismissal is not well-founded and is dismissed.
3. The complaint of unauthorised deduction from wages for the failure to pay furlough and/or sick pay in March-October 2020 is not well-founded and is dismissed.
4. The complaint of unauthorised deduction from wages for non-payment of annual bonus in 2020, 2021, and 2022, is not well-founded and is dismissed.
5. The complaint of non-payment of holiday pay for all holidays taken up to the end of the 2020 leave year is not well-founded and is dismissed.
6. The complaint of wrongful dismissal (breach of contract claim for failure to pay notice pay) is not well-founded and is dismissed.

Employment Judge Caiden
14 March 2023

JUDGMENT SENT TO PARTIES ON 25 March 2023

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T Cadman
FOR EMPLOYMENT TRIBUNALS

Note

Written reasons will not be provided unless 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.