



EMPLOYMENT TRIBUNALS

Claimant: Mr I Rashid

Respondent: Supercraft Limited

Heard by video

On: 11-12 November 2024

Before: Employment Judge Corrigan

Appearances

For the claimant: Ms W Miller, Counsel

For the respondents: Mr Stenson, Solicitor

JUDGMENT

1. The claimant was constructively unfairly dismissed and is awarded £16,837.12 to be paid by the respondent to the claimant.
2. This consists of a basic award of £11,252.50 and a compensatory award of £5584.62 (including 5 weeks' net pay of £4,153.85, loss of statutory rights of £500 and 20% uplift for failure to follow the ACAS Code).
3. Recoupment does not apply to this award.
4. The claimant's complaint of unlawful deduction of wages is well-founded and the respondent is ordered to pay to the claimant £8,893.70 subject to the appropriate deductions for tax and national insurance. This includes £4862.47 unpaid wages and £4031.23 unpaid holiday pay.
5. The complaint of wrongful dismissal is dismissed upon withdrawal.
6. The total to be paid to the claimant by the respondent is £25,730.82 subject to appropriate deductions for tax and National Insurance as set out above.

Employment Judge Corrigan

15 November 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>