



EMPLOYMENT TRIBUNALS

Claimant: Mr M Zain ul Abidin

Respondent: So Echo Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£2,153.80**.
2. The respondent has failed to pay the claimant's accrued but untaken annual leave entitlement on termination of employment and is ordered to pay the claimant the gross sum of **£538.45**. (calculated using the figures in the claim form: monthly pay £2,333 x 12 months divided by 52 weeks =weekly wage of £538.45)
3. No award has been made for unfair dismissal or redundancy because, according to the claim form, the claimant does not have the necessary qualifying service of two years. The claimant was given the opportunity to make representations in writing or to request a hearing as to why such claims could proceed but has failed to respond. Those claims are struck out.
4. Consequently, the respondent must pay the claimant the total gross sum of **£2,692.25**.

Employment Judge M Butler

Date: 18 October 2024

Case No:2402080/2024

JUDGMENT SENT TO THE PARTIES ON

25 October 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402080/2024**

Name of case: **Mr M Zain ul Abidin v So Eco Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 25 October 2024

the calculation day in this case is: 26 October 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office