



EMPLOYMENT TRIBUNALS

Claimant: Mr C Patching

Respondent: Mr Brendan Daley t/a Nicholas James

Heard at: London South (Ashford) On: 10 October 2017

Before: Employment Judge John Crosfill

Representation

Claimant: Mr M Bainbridge, a Solicitor

Respondent: Mrs A Beattie of Croner Consulting Limited

JUDGMENT

1. By Consent the Respondent is ordered to pay the Claimant the sum of £468.60 being the balance of wages due in December 2016. The said sum being awarded under Section 23 of the Employment Rights Act 1996.
2. By Consent the Respondent is ordered to pay the Claimant the sum of £201.50 in respect of 2 days holiday accrued but untaken at the date of dismissal. The said sum is being awarded under Regulation 30 of the Working Time Regulations 1998.
3. By Consent the Respondent is ordered to pay the Claimant the sum of £131 representing the employer's pension contributions payable as damages for breach of contract pursuant to the Employment Tribunals (Extension of Jurisdiction) Order 1994.
4. By Consent the Respondent is ordered to pay the Claimant the sum of £114 representing a shortfall in pay of the Claimant's salary in 2016 payable as damages for breach of contract pursuant to the Employment Tribunals (Extension of Jurisdiction) Order 1994.
5. The Respondent is ordered to pay the Claimant the sum of £4500 representing university tuition fees that it was contractually obliged to pay. The said sum being payable as damages for breach of contract pursuant to the Employment Tribunals (Extension of Jurisdiction) Order 1994.
6. The Respondent is ordered to pay the Claimant the sum of 2 weeks pay amounting to £1007.54 in respect of the failure to give him a written statement

of the particulars required by Section 1 of the Employment Rights Act the said sum being awarded under Section 38 of the Employment Act 2002.

7. The Respondent is ordered to pay the Claimant the sum of £300 (£250 + VAT) in respect of the claimant's legal costs incurred as a consequence of the Respondent's failure to attend the appropriate hearing centre on the last occasion this matter was listed.

Employment Judge John Crosfill

Date 13 October 2017

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.