



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P. Mellor

**Respondent:** Kit Me Out Online Limited

**Heard at:** Birmingham

**On:** 05 April 2018

**Before:** Employment Judge Jones

## Representation

Claimant: In person

Respondent: No appearance

## JUDGMENT ON A REMEDIES HEARING

The Respondent is ordered to pay the Claimant the following amounts pursuant to the Judgment of EJ Dimbylow dated 6 November 2017:

1. The sum of £4,787.11 for unlawful deductions/nonpayment of wages between 01 March 2017 and 07 July 2017, calculated as follows:

March (1 months pay less £900 paid by Respondent)	£ 307.11
April-June (3 months' gross pay @ 1386.67pcm)	£4,160.00
1-7 July (1week @ 320pw)	£ 320.00
	<u>£4,787.11</u>

2. The sum of £320 in lieu of annual leave accrued under the Working Time Regulations 1998. The Claimant was entitled to two weeks holiday plus bank holidays in the period 1 January to 30 June 2017 and had taken one week of his entitlement
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|  | £ 320.00 |
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3. A redundancy payment calculated according to the formula contained in S162 Employment Rights Act 1996 (ERA). At the date of dismissal the claimant had worked for the Respondent for 4 complete years and was aged 34.

4 x 1 x 320	£1,280.00
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|---|-----------------|
| 4. Damages of 4 weeks' pay for breach of contract (pay in lieu of notice) being the statutory minimum notice period under S86 ERA | £1,280.00       |
| 5. Compensation of two weeks' pay for the Respondent's failure to give written reason for dismissal under S 93 ERA                | <u>£ 640.00</u> |

The total payable by the Respondent to the claimant is: **£8,307.11**

Employment Judge Jones

Date 19 April 2018

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.