



EMPLOYMENT TRIBUNALS

Claimant: Mr F Keegan

Respondent: Protege Security Liverpool Ltd

Heard at: Liverpool

On: 11 March 2019

Before: Employment Judge Tom Ryan

REPRESENTATION:

Claimant: In person

Respondents: No response presented, no attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was employed by the respondent.
2. The complaints of unauthorised deductions from wages, breach of contract in failing to pay notice pay and unpaid holiday pay are well-founded.
3. The respondent is ordered to pay the claimant compensation in the following sums:
 - 3.1. £2,144.00 in respect of wages
 - 3.2. £418.75 in respect of notice pay
 - 3.3. £806.40 in respect of holiday pay
4. It is recorded that, except for the damages for unpaid notice pay, these sums have been calculated gross and may be taxable in the hands of the claimant. The figure stated above in respect of holiday pay is less than that announced at the hearing has been corrected because of an arithmetical error.
5. The respondent failed to give the claimant a written statement of particulars of employment in breach of section 1 of the Employment Rights Act 1996. Pursuant to section 38 of the Employment Act 2002 the sums awarded under paragraph 4 above are increased by the amount of 4 weeks' pay in the sum of £508 per week.

6. The respondent is therefore ordered to pay the claimant the further sum of £2,032.00.
7. The sums awarded under paragraphs 3 and 6 above, totalling £5,401.15, shall be paid by the first respondent to the claimant on or before 26 March 2019.

Employment Judge Tom Ryan

Date 12 March 2019

JUDGMENT SENT TO THE PARTIES ON

18 March 2019

FOR THE TRIBUNAL OFFICE

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.

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2401484/2019**

Name of **Mr F Keegan** v **Protege Security
case(s): & Others**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **18 March 2019**

"the calculation day" is: **19 March 2019**

"the stipulated rate of interest" is: **8%**

MR J HANSON
For the Employment Tribunal Office