

RM



EMPLOYMENT TRIBUNALS

Claimant: Mr B Phillips
Respondent: Next Chapter Homes Limited
Heard at: East London Hearing Centre
On: 28 September 2018
Before: Employment Judge Tobin
Representation
Claimant: In person
Respondent: Mr A Rafiai (Director)

JUDGMENT

The judgment of the Tribunal is that the Claimant's claims in respect of his shortfall of wages (pursuant to Section 13 Employment Rights Act 1996) and/or in breach of contract succeed. Compensation/damages are awarded in respect of a total amount of £5,112.59.

The award is broken down as follows:

1. Notice pay -	£3,559.56
2. Accrued and unpaid annual leave entitlement -	£ 338.95
3. Expenses -	£ 320.08
4. Gym membership -	£ 70.00
5. Amount accepted by the Respondent as owed to the Claimant in respect of outstanding commission -	<u>£ 761.50</u>
Total	<u>£5,050.09</u>

The above payments are quantified gross and save as to expenses may be subject to tax and national insurance deduction as appropriate.

In addition to the above award, the Tribunal Orders that the Respondent pay to the Claimant:

6. Half of the costs of preparing the hearing bundles, pursuant to

the Order of Employment Judge Hallen dated 24 April 2018 - £ 62.50

Grand Total - £5,112.59

Employment Judge Tobin

15 October 2018