



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr. D. Pugh

AND

Respondent
True North Human Capital Ltd
(in administration)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: London Central

ON: 12 November 2019

EMPLOYMENT JUDGE Mason

Representation

For the Claimant: Mr. D. Brown, counsel

For the Respondent: No attendance or representation.

The judgment of the Tribunal is that:

1. The Respondent breached the Claimant's contract of employment:
 - 1.1 by failing to pay monies in lieu of his full notice entitlement (3 months) and is ordered to pay the Claimant **£15,578.06** (the net sum due after deducting monies paid in lieu of one week's statutory notice, PAYE income tax and employee's national insurance deductions); and
 - 1.2 by failing to reimburse the Claimant expenses incurred during July 2018 and is ordered to pay the Claimant the sum of **£138.00**
2. The Respondent made an unlawful deduction from the Claimant's wages in July 2018 in respect of holiday pay and is ordered to pay the Claimant the sum of **£865.90** (gross).

Oral reasons were given at the hearing and will not be provided in writing unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Judgments and reasons are published in full online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties.

Signed on 13 November 2019
Employment Judge Mason

Judgment sent to Parties on
18/11/2019