



## EMPLOYMENT TRIBUNALS

**Claimant**  
Mr S Vincent

v

**Respondent**  
NMA performance T/A Crossfit  
Fareham

### Judgment

**Heard at:** Southampton

**On:** 20 November 2019

**Before:** Employment Judge Rayner

#### Appearances

**For the Claimant:** Mr Shane Vincent in person

**For the Respondent:** Mr and Mrs Beard in person

1. The claimant was wrongfully dismissed.
2. The respondent shall pay the claimant the sum of **£4571.07** as compensation for breach of contract calculated as follows
  - i. **3 months' notice pay of £3904.07** calculated on the basis of an average monthly take-home pay of £1303.69 per calendar month;
  - ii. **£300.00 the cost of 3 months** Gym membership of £100 per calendar month;
  - iii. **the sum of £360** to compensate for the loss of free energy drinks during a three-month period.
3. The claimants claim for accrued holiday pay during the notice period is dismissed.

The parties should note that oral reasons having been given at hearing no further reasons will be provided unless requested by either party within 14 days of the date this order is sent out to the parties.

**Employment Judge Rayner**

Dated: 20 November 2019

Judgment sent to the parties: 10 December 2019

FOR THE TRIBUNAL OFFICE

Note: online publication of judgments and reasons

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The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness