



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jason Hall

**Respondent:** 13 Market Street Ltd

**Heard at:** Cardiff

**On:** 12 and 13 February 2020

**Before:** Employment Judge Brace

## Representation

**Claimant:** In person

**Respondent:** Mr Goldup (Legal Advocate)

# JUDGMENT

1. The claim of automatic unfair dismissal under s.104 Employment Rights Act 1996 is not well-founded and is dismissed.
2. In breach of Section 13(1) of the Employment Rights Act 1996, the respondent deducted from the claimant's wages, without his authorisation, wages from in the period from 1- 14 February 2019. It is ordered to pay him the sum of **£107.18** in this regard.
3. Judgment having been given on 19 November 2019 on liability in respect of breach of Regulation 14(2) of the Working Time Regulations 1998, the respondent failed to pay the claimant a sum in lieu of 3.5 days' holiday that he had accrued but not taken by the date on which his employment terminated. It is ordered to pay him the sum of **£269.22** in this regard.
4. Judgment having been given on 19 November 2019 on liability in respect of breach of contract (limited to notice pay) the respondent failed to give the claimant one week's notice of the termination of his employment or make a payment in lieu thereof. The respondent is therefore ordered to pay the claimant damages in the sum of one week's net pay of **£326.56**.
5. The total amount the respondent must pay to the claimant is therefore **£702.96**. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of the sums at 2 and 3 above

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Employment Judge R Brace  
13 February 2020

JUDGMENT SENT TO THE PARTIES ON 18 February 2019

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.