



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O O'Donnell

**Respondent:** Whisperdale Sporting Club Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant was unfairly dismissed by the respondent and the respondent shall pay to him compensation for the unfair dismissal of **£1,807.68**, comprising a basic award of £1,307.68 (the claimant was employed for 6 continuous years, had a gross weekly wage of £326.92 and was 24 years of age at the effective date of termination) and a compensatory award of £500 (for loss of statutory rights).
2. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay him the gross sum of **£5,028.30** (£4,250 + £2,777.36 + 659.75 - £3323.51 (being the grossed up equivalent of the net wages paid of £2,658.81)).
3. The claimant was dismissed in breach of contract in respect of notice but mitigated his losses and so is not entitled to any damages in respect of the breach.
4. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£723.40**.
5. The respondent has failed to provide the claimant with written particulars of employment and shall pay to him the sum of **£653.84**, being 2 weeks' pay.

Employment Judge D N Jones

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Date: 19 February 2020