



EMPLOYMENT TRIBUNALS

Claimant:

Mr Daniel D'Souza

v

Respondent:

Jungs Eton Limited

Heard at:

Reading

On: 10 March 2020

Before:

Employment Judge Hawksworth

Appearances

For the Claimant: In person

For the Respondent: No attendance or representation

REMEDY JUDGMENT

1. The claimant is awarded the following net sums for arrears of pay:
 - 1.1. £456.71 for arrears of pay for November 2018
 - 1.2. £1,199.66 for arrears of pay for December 2018.
2. The claimant is awarded the net sum of £428.47 for one week's notice pay.
3. The claimant is awarded the net sum of £1,799.57 for unpaid holiday. This is in respect of 19.5 days unpaid holiday for the period 24 December 2018 to 1 February 2019 and 1.5 days holiday untaken and unpaid on the termination of the claimant's employment.
4. The claimant is awarded the sum of £1,016 for the respondent's failure to provide the claimant with written particulars of employment for the claimant's period of employment from 24 April 2018 to 1 February 2019. This is two weeks' pay subject to the statutory cap of £508 on a week's pay. The sum is payable in full.
5. The claimant is awarded the sum of £400 in respect of his flat rate bonus for December 2018. This is the gross sum due. If the respondent pays the tax and national insurance due to HMRC on this payment, payment of the net amount will meet this element of the judgment debt.

Employment Judge Hawksworth

Date: 10 March 2020

Sent to the parties on: 24 April 2020

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For the Tribunal Office

Note:

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions:

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.