



Case Numbers: 2200458/2020
and others

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Mr D Deaves

(1) La Cave a Fromage London Ltd

(2) Mr A Paldi

(3) Mr E Charriaux

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 8 June 2020

BEFORE: Employment Judge A M Snelson (in chambers)

On reading the documents on the Tribunal file;
And the First and Third Respondents having failed to present a response to the claims;

The Tribunal adjudges that:

- (1) The claims against the Second and Third Respondents are dismissed.
- (2) The Claimant is entitled as against the First Respondents to a redundancy payment in the sum of 6,300¹.
- (3) The Claimant's complaint of wrongful dismissal is well-founded and the First Respondents are ordered to pay to him compensation therefor, representing eight weeks' net pay, of £3,806.77.
- (4) the Claimant's claim for compensation for annual leave entitlement outstanding on the termination of his employment is well-founded and the First Respondents are ordered to pay to him compensation therefor, representing 13 days' gross pay, of £1,386.67.
- (5) The Claimant's complaint of unauthorised deductions from wages is well-founded and the First Respondents are ordered to pay to her in respect thereof the sum of £110.22, representing the net pay deducted.
- (6) The Claimant's further claim for £150, representing "loss of service charge", is not established.

¹ The Claimant's calculation accidentally overlooked the statutory maximum 'week's pay' of £525.

NOTE: It appears to the Tribunal (but if in doubt the parties should take independent advice) that income tax and national insurance contributions are payable in respect of the award under paragraph (4) above. If so, provided that the Respondents make appropriate deductions and account therefor to the proper authorities, payment to the Claimant of the 'net' sum will represent a valid discharge of this judgment.

**EMPLOYMENT JUDGE - Snelson
08/06/2020**

Judgment entered in Register and copies sent to parties on : 09/06/2020

..... for Office of the Tribunals