



EMPLOYMENT TRIBUNALS

Claimant: Mr P Krupa

Respondent: Khosla Wine Limited

Heard at: Watford

On: 21 July 2020

Before: Employment Judge Manley

Representation

Claimant: Mr A R Lukomski, consultant

Respondent: Miss A Johns, counsel

JUDGMENT

- 1 The claimant was not dismissed and there was therefore no unfair dismissal. He is not entitled to any unfair dismissal award or notice pay.
- 2 The employment ended no later than when the claimant commenced other employment on 23 July 2018.
- 3 The claimant's pay was £300 gross and £267.04 net per week.
- 4 The claimant is entitled to outstanding pay for holidays for the whole of his employment of 4 years and 10 months. The daily rate of pay was £53.40 and the amount due is £7209 net.
- 5 The claimant was not supplied with written terms of employment under section 1 Employment Rights Act 1996 and it is just and equitable to award 2 weeks' pay in the sum of £534.08.

Employment Judge Manley

Date 21 July 2020

JUDGMENT SENT TO THE PARTIES ON 15/10/2020

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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.