



EMPLOYMENT TRIBUNALS (ENGLAND & WALES)
LONDON CENTRAL

BETWEEN

Mr M Lyddon Knight

Claimant

-AND-

LSJ Coffee Ltd

Respondent

Employment Judge:

Mr J S Burns

Representation:

Claimant in person

Respondent:

No ET3 or appearance

Judgment

1. The unfair dismissal claim is dismissed
2. The Respondent must pay the Claimant £994.50 (for arrears, notice pay, holiday pay and under section 38 Employment Act 2020) by 4 November 2020.

Reasons

1. I heard evidence on oath from the Claimant and read the ET1.
2. The claim for unfair dismissal fails as the Claimant did not have two years' service
3. The Claimant was employed from 28/2/2020 as a barista at the rate of £153 per week for working 2 days per week.
4. He was not paid but should have been for one week up to 20 March 2020 and is due £153 for this.
5. He was dismissed on 31/5/2020 without any notice. He is due 1 weeks' pay in lieu of statutory notice = £153
6. He did not take any holiday and was due 5 days' pay in lieu on dismissal at the rate of £76.50 per day = £382.50
7. He was not given any statement of employment particulars as required by sections 1 and 4 ERA 1996 and is entitled to 2 weeks' pay as compensation for this under section 38 EA 2002.

NOTE

The hearing took place over CVP. From a technical perspective, there were no difficulties. The participants were told that it was an offence to record the proceedings.

J S Burns Employment Judge

London Central

21/10/2020

For Secretary of the Tribunals

date sent to the Parties – 21/10/2020