



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Howe

**Respondent:** Abaya Clubs Ltd

**Heard by Cloud video**

**On:** 18 February 2021

**Before:** Employment Judge Reed

## **Representation**

**Claimant:** Ms L Barnes, solicitor

**Respondent:** Mr R K Sabey, director

# JUDGMENT

The judgment of the tribunal is that

- 1 The claimant was unfairly dismissed
- 2 There is no order for re-instatement or reengagement
- 3 The claimant is awarded a basic award of £5588 and a compensatory award of £37213.30 to which the recoupment regulations do not apply
- 4 The respondent breached the contract of the claimant by failing to give notice of dismissal and the claimant is awarded damages of £7805.16
- 5 The respondent made unauthorised deductions from the wages of the claimant in respect of his salary and is directed to pay him £8294.92
- 6 The respondent made unauthorised deductions from the wages of the claimant representing holiday accrued and untaken and is directed to pay the claimant £18,222.93
- 7 The respondent failed to provide the claimant with a statement of principal terms of employment and is directed to pay the claimant £1016.

---

Employment Judge Reed

Date: 18 February 2021

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.