



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S. Hayles

v

Emex Software Limited

Heard at: London Central (by video)

On: 1 April 2021

Before: Employment Judge P Klimov, sitting alone

Representation

For the Claimant: Mr K. Zamar (of Counsel)

For the Respondent: Mr M. Curtis (of Counsel)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGMENT

The Respondent was in breach of contract by:

- i) dismissing the Claimant without giving him six months' notice of the termination,
- ii) failing to pay to the Claimant his salary for a period from 1 September to 2 October 2020,
- iii) failing to make pension contributions for a period from 1 September to 2 October 2020,
- iv) failing to pay to the Claimant for his accrued but untaken holidays, and
- v) failing to reimburse the Claimant for his business expenses

and is ordered to pay to the Claimant the sum of **£25,000**, being damages for the breach of contract.

Employment Judge P Klimov
1 April 2021

Sent to the parties on:

01/04/2021

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For the Tribunals Office

Notes

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

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.