



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Jason

**Respondent:** Integral Law Limited

**Heard at:** Watford by CVP                      **On:** 1 April 2021

**Before:** Regional Employment Judge Foxwell

## **Representation**

Claimant: Ms K Moss (counsel)

Respondent: Mr J Gunnion (solicitor)

## **COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals**

“This has been a remote / paper hearing on the papers which has been consented to/not objected to by the parties. The form of remote hearing was V (remote video hearing). A face to face hearing was not held because it was not practicable, no-one requested the same, and all issues could be determined in a remote hearing / on paper]. The documents that I was referred to are in a bundle of 218 pages, the contents of which I have recorded. The order made is described at the end of these reasons.”

# JUDGMENT

1. The claimant has permission to amend his claim to include a claim for breach of contract as to notice; service of an amended claim and response is dispensed with.
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of £16,886.61.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £6,850.
4. The respondent is ordered to pay the claimant the further sum of £1,050 pursuant to section 38 of the Employment Act 2002 for its failure to provide

particulars of employment in accordance with Part I of the Employment Rights Act 1996.

5. The claimant's application for costs is dismissed.

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Regional Employment Judge Foxwell

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Date 1 April 2021

JUDGMENT & REASONS SENT TO THE PARTIES ON  
21/04/2021

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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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.