



EMPLOYMENT TRIBUNALS

Claimant: Mr D White
Respondent: Adams Leisure Limited
Heard at: East London Hearing Centre
On: 10 May 2021
Before: Employment Judge Russell

Representation
Claimant: Ms N Thompson (Partner)
Respondent: No Response; Did not attend

JUDGMENT

1. The Respondent has made an unauthorised deduction from the Claimant's wages. The Respondent must pay the Claimant the following sums:
 - (a) Sick pay: **£92.05**
 - (b) Unpaid tips: **£211.51**
2. The Claimant was dismissed in breach of contract as he was not given his full four weeks' notice. The Respondent is ordered to pay damages to the Claimant in the sum of **£75.38**.
3. The Claimant was unfairly dismissed. The Respondent shall pay to the Claimant a basic award in the sum of **£753.85** (two years' completed service). There is no compensatory award as the Claimant mitigated his losses.
4. The Respondent has failed to pay the Claimant's holiday entitlement. At the date of termination, the Claimant had accrued 19 days' holiday (8/12 x 28) of which he had taken 13 days'. The Respondent shall pay the Claimant the sum of **£311.31** (6 days' holiday less £140.97 already paid).
5. The total award to be paid by the Respondent to the Claimant is **£1,444.10**.

Employment Judge **Russell**
Dated: 10 May 2021