



EMPLOYMENT TRIBUNALS

Claimant: Mr Henry Poon

Respondent: Lotus Afloat Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

Judgment

1. The Claimant was unfairly dismissed on 1 October 2020.
2. The Claimant was dismissed in breach of contract as he was not given any notice or paid any notice pay.
3. The Respondent has failed to pay the Claimant for annual leave accrued but untaken at the time of his dismissal.

Remedy

The Claimant is entitled to the following remedy for his successful claim:

4. The Claimant is entitled to a basic award = (6 years' employment, all over the age of 41) 6 x 1.5 x £250 weekly pay = **£2,250.00**.
5. The Claimant is entitled to notice pay under section 86 of the Employment Rights Act 1996 = £250 x 1 week's pay for every year worked = £250 x 6 = **£1,500.00**
6. The Claimant is entitled to a payment under Regulation 14 of the Working Time Regulations 1998 in lieu of 3 weeks leave accrued but untaken = 3 x £250 = **£750.00**
7. The respondent is ordered to pay the claimant the total sum of **£2,250 + £1,500 + £750 = 4,500.00**.
8. The hearing listed for 19 July 2021 is vacated and parties are not required to attend.

Employment Judge Jones

Date: 21 April 2021