



# EMPLOYMENT TRIBUNALS

**Claimant:** C Lopez-Moreno  
**Respondent:** Wharfedale Facilities Management Limited

## AT A HEARING

**Heard at:** Leeds by CVP video conferencing On: 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup>, 17<sup>th</sup>, 20<sup>th</sup>, 22<sup>nd</sup>, 24<sup>th</sup> (in private) and 27<sup>th</sup> September 2021

**Before:** Employment Judge Lancaster  
**Members:** J Noble  
D Wilks

### Representation

**Claimant:** In person, assisted by his wife E Lopez-Moreno  
**Respondent:** J Munro, Peninsula Business Services Ltd.

## JUDGMENT

1. The Respondent has made an unauthorised deduction from wages by not paying 2 weeks pay in lieu of notice in accordance with its election to apply a PILON clause in the contract of employment upon termination.
2. The Respondent is ordered to pay to the Claimant compensation in the sum of £1,153.84 gross.
3. The Respondent is in breach of contract by not reimbursing the Claimant for expenses properly claimed, and is ordered to pay him damages in the sum of £72.05
4. All other complaints are dismissed.
5. The Claimant's costs application dated 4<sup>th</sup> August 2021, in respect of an earlier preliminary hearing, will be remitted to Employment Judge Knowles for determination.

EMPLOYMENT JUDGE LANCASTER  
27<sup>th</sup> September 2021

SENT TO THE PARTIES ON  
4 October 2021

Case: 2601877/2020

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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