THE EMPLOYMENT TRIBUNAL

Claimant:	Mrs R Bortesi
Respondent:	Kipo Limited
Heard at:	London South Employment Tribunal (video hearing)
On:	26 January 2022
Before:	Employment Judge Robinson

Representation
Claimant: In person
Respondent: Mr D Simpson, Director

JUDGMENT

The judgment of the Tribunal is that:

1.   The respondent was in breach of contract for non-payment of 5 days of the claimant's notice period. The respondent is ordered to pay the claimant damages of £547.95 gross. The respondent will be entitled to deduct any tax and NI contributions due on this amount before payment to the claimant.

2.   The claimant's claim for breach of contract for non-payment of travel expenses is not well-founded and is dismissed.

3.   The respondent made an unauthorised deduction from wages by failing to pay the claimant in lieu of the days of accrued but untaken holiday. The respondent is ordered to pay the claimant the sum of £219.18 being the gross sum unlawfully deducted. The respondent will be entitled to deduct any tax and NI contributions due on this amount before payment to the claimant.

4.   The respondent made an unauthorised deduction from wages by deducting the pre-contractual training fee of £465 from the July pay slip. The respondent is ordered to pay the claimant the sum of £465 net, for which the claimant will need to submit a tax self-assessment, if applicable.

5.   This respondent's employer's contract claim is not well-founded and is dismissed.

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Employment Judge Robinson
Date: 28 January 2022

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.

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