



## EMPLOYMENT TRIBUNALS

**Claimant**  
Mr Harris

v

**Respondent**  
K3 Business Technologies Ltd ( In  
Administration)

### Judgment

**Heard at:** Southampton

**On:** 11 February 2022

**Before:** Employment Judge Rayner

#### Appearances

**For the Claimant:** in person

**For the Respondent:** did not attend

1. The Claimant's claim of unfair dismissal is dismissed.
2. The Claimant is awarded a protective award of two weeks' pay, from the date of termination of the 24 April 2020 until the 10 March 2020 for a failure to consult within the meaning of section 188 TULCRA 1992, of **£1842.00 gross**.
3. The Claimant's claim for damages for breach of contract, for a failure to pay notice pay succeeds. The Claimant is entitled to net notice pay of £3136.00. The Claimant has received £775.60 from the insolvency service. The claimant is entitled to be paid the balance of notice pay of **£2360.40 net** by the Respondent.
4. The sum of **£3136.00** net was unlawfully deducted from the Claimant's wages.

5. The Claimant is owed holiday pay outstanding on termination of his contract of **£383.20 gross**.
  
6. The respondent will now pay the claimant the following sums
  - a. A protective award of **£1842.00** gross
  - b. Damages for breach of contract in respect of outstanding notice pay of **£2360.40** net
  - c. Unpaid wages of **£3136.00** net
  - d. Holiday pay of **£383.00** gross.
  
7. **The total amount now payable by the Respondent to the Claimant is £7722.04**

**Employment Judge Rayner**

Dated: 11 February 2022

Judgment sent to parties: 16 February 2022

FOR THE TRIBUNAL OFFICE

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