



## **EMPLOYMENT TRIBUNALS**

**Claimant**

**Mr Z Demetriou**

**Respondent**

**Garde Ltd**

**Heard at: Watford**

**On: 30 March 2022**

**Before: Employment Judge French**

**Appearances:**

**For the Claimant: In person**

**For the Respondent: Not present**

### **RULE 21 JUDGMENT**

The respondent not having entered a response in time, and upon hearing from the claimant at a hearing on 30<sup>th</sup> March 2022, it is adjudged as follows:

1. The claimant's claim for holiday pay under the Working Time Regulations 1998 is well-founded and is upheld. The claimant is owed £1384.50 in respect of holiday pay.
2. The claimant's claim for breach of contract in respect of notice pay is well-founded and is upheld. The claimant is owed £461.50 in respect of notice pay.
3. The claimant should have been paid a total of £2332.30 as a final payment. This consists of the holiday pay of £1384.50, the notice pay of £461.50 and two weeks' furlough pay of £486.30 for the period 1-15 July 2020 prior to his notice on 16 July 2020.
4. The respondent failed to provide the claimant with written particulars of his employment and under s38 Employment Act 2002, the tribunal makes an award of two weeks' pay, totalling £1000.00.
5. The claimant has been paid £1235.47 by the respondent and this offsets the total amount due. The respondent is ordered to pay damages to the claimant in the sum of £2096.83. This figure is gross and the claimant must account for any national insurance and tax due.

Case number: 3311497/2020

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**Employment Judge French**

30 March 2022

Judgment Sent to the Parties on:

8/4/2022

For The Tribunal Office: