



EMPLOYMENT TRIBUNALS

Claimant: Mr K Patch

Respondent: Myrah Construction Ltd.

Heard at: Bristol (hybrid hearing) **On:** 12 May 2022

Before: Employment Judge Le Gryz

Appearances

For the Claimant: Ms Temple-Heald, HR consultant (via CVP)

For the Respondent: Mr Allen, Director

JUDGMENT

1. The Claimant's claim for breach of contract (dismissal without notice) is well founded. The Respondent is ordered to pay the Claimant the sum of **£200** (gross).
2. The Claimant's claim for unauthorised deduction from wages is well founded. The Respondent is ordered to pay the Claimant the sum of **£600** (gross).
3. The Claimant's claim for unauthorised deduction from wages in respect of holiday accrued but untaken on dismissal is well founded. The Respondent is ordered to pay the Claimant in respect of 17 days outstanding leave. A 25% uplift is applied due to a failure by the Respondent to follow the ACAS Code, bringing the total to **£850** (gross).
4. The Respondent shall additionally pay the Claimant **£400** (gross) in respect of a failure to provide a written statement of the terms and conditions of his employment.
5. The Claimant's claim for breach of contract on account of being an apprentice is not well founded and is dismissed.
6. The total sum payable by the Respondent to the Claimant is **£2,050** (gross).

Employment Judge Le Gry
Date: 12 May 2022

Judgment sent to the parties on
06 June 2022 By Mr J McCormick

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.