



EMPLOYMENT TRIBUNALS

Claimant: Mr B Bacon

Respondent: Inspired Hospitality Ltd

HELD AT: Liverpool (by CVP)

ON: 8 November 2022

BEFORE: Employment Judge Shotter

Parties:

Claimant: In person

Respondent: not in attendance

JUDGMENT

The judgment of the Tribunal is:

- (1) The respondent failed to pay to the claimant any wages from the 3 March 2022 to 17 March 2022 and the claimant's claim for an unlawful deduction of wages is well-founded. The respondent is ordered to pay outstanding wages in the sum of £1201.92 gross less lawful deductions of tax and national insurance (£25,000 per annum £480.88 gross per week).
- (2) The claimant's claim for unpaid accrued holidays brought under the Working Time Regulations 1998 is well founded and the respondent is ordered to pay to the claimant the sum of accrued 1-day unpaid holiday £120.19 gross less lawful deductions of tax and national insurance.
- (3) The claimant was employed from the 3 March 2022 to 17 March 2022. The respondent failed to provide the claimant with a statement of initial employment particulars in accordance with section 1 of the Employment Rights Act 1996 and it is just and equitable to award the claimant four weeks' pay. The respondent is ordered to pay to the claimant compensation in the

sum of £1923.08 (one thousand nine hundred and twenty-three pounds and eight pence calculated at £480.77 per week x 4 weeks).

- (4) The claimant's claim of discrimination on the grounds of sexual orientation is dismissed on withdrawal.
- (5) The final hearing is taken out of the list for 17, 18 and 19 June 2024 and the parties need not attend.

REASONS

The respondent having failed to present a response to the claimant's claim within the appropriate period, judgment is entered for the claimant in default the judge having actively considered whether a determination of the claim can be made, and on hearing the claimant and taking into account the Grounds of Complaint concluded a rule 21 Judgment can be entered in favour of the claimant.

8.11.22

Employment Judge Shotter

JUDGMENT SENT TO THE PARTIES ON

14 December 2022

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2405741/2022, 2406114/2022**

Name of case: **Mr B Baron** v **Inspired Hospitality Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 14 December 2022

the calculation day in this case is: 15 December 2022

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office