



EMPLOYMENT TRIBUNALS

Claimant: Mr K Schumacher

Respondent: Blue Mountain Homes Ltd

Heard: Remotely (by Cloud Video Platform) – Midlands West

On: 17 and 18 November, 14 and 15 December 2022

Before: Employment Judge Faulkner (sitting alone)

Representation: **Claimant** - Mrs S Schumacher (lay representative)
 Respondent - Mr P Manaktala (Director)

JUDGMENT

1. The Respondent breached the Claimant's contract of employment by not paying him his full entitlement for accrued but untaken holiday on its termination. By way of compensation, the Claimant is awarded the sum of £808.00 (less such deductions for tax and National Insurance contributions as the Respondent is required to make by law).

2. The Respondent also breached the Claimant's contract of employment by terminating it without notice. By way of compensation, the Claimant is awarded such gross sum (less such deductions for tax and National Insurance contributions as the Respondent is required to make by law) as will result in a net payment to the Claimant of £6,214.96.

3. The Claimant was unfairly dismissed. His complaint of unfair dismissal is therefore well-founded. The Claimant is awarded the total sum of £12,599.24, comprised of a basic award of £6,609.60 and a compensatory award of £5,989.64.

4. In accordance with rule 66 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, the Respondent shall pay the above sums to the Claimant within 14 days of the date of this Judgment.

Note: This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was video.

Employment Judge Faulkner

Date: 16 December 2022

Notes

1. 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.
2. All judgments and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-Tribunal-decisions shortly after a copy has been sent to the parties in a case.