



EMPLOYMENT TRIBUNALS

Claimant:
Mr L Bruford

v

Respondent:
Hadsup Limited

Heard at: Reading by video
conference (CVP)

On: 22 November 2022

Before: Employment Judge Hawksworth

Appearances

For the Claimant: In person

For the Respondent: Mr Y Cinar (director)

JUDGMENT

1. The claimant's claims for arrears of pay, notice pay and holiday pay succeed.
2. The respondent is ordered to pay the claimant:
 - a. £1,250 in respect of arrears of pay for the week 21 to 28 February 2022;
 - b. £5,000 in respect of pay during the notice period;
 - c. £1,375 in respect of 5.5 days' holiday accrued but untaken at the end of the employment.
3. In total, the sum owed to the claimant is £7,625. From this is deducted £750, an amount owed by the claimant to the respondent. The amount due to be paid directly to the claimant is therefore £6,875.
4. This is the gross figure. Payment of the net amount after the appropriate deductions for tax and employee national insurance will only be acceptable compliance with this order if the respondent pays the appropriate tax and employee national insurance to HMRC, and, at the same time as payment to the claimant of the net sum, the respondent provides the claimant with confirmation that the payments have been made to HMRC. Otherwise, the full sum is payable to the claimant.
5. The claimant was not given any payslips. Unnotified deductions from his pay in the sum of £371 per week were made for 5 weeks, in breach of

section 8 of the Employment Rights Act 1996. The respondent is ordered to pay the claimant the sum of £1,855 in respect of unnotified deductions. This order will be satisfied if, within 28 days of the date on which the judgment is sent to the parties, the respondent provides the claimant with evidence that this sum has been paid to HMRC.

Employment Judge Hawksworth

Date: 22 November 2022

Sent to the parties on: 20/12/2022

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For the Tribunal Office

Note:

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.

Public access to employment tribunal decisions:

All 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.