



EMPLOYMENT TRIBUNALS

Claimant: Mr P A Flores-Llano
Respondent: Inari Sushi and Grill Limited
Heard at: Cambridge Employment Tribunal (via CVP)
On: 28th November 2022
Before: Employment Judge King (sitting alone)

Appearances

For the claimant: Mr Passman (consultant)
For the respondent: Not in attendance
Interpreter – Claimant: Miss Hurtado

JUDGMENT

1. The Respondent shall pay the Claimant a total of **£13,117.36** which is net pay and the recoupment provisions do not apply. This is broken down as follows:
 - a. The Claimant was unfairly dismissed contrary to s104 Employment Rights Act 1996 and is awarded **£4,570.72**.
 - b. The Respondent failed to pay the Claimant holiday pay contrary to the Working Time Regulations 1998 and is awarded **£1,073.53**.
 - c. The Respondent made unauthorised deductions from the Claimant's wages contrary to s13 Employment Rights Act 1996 and is awarded **£3,782.38** (including a 25% uplift for unreasonable failure by the Respondent to follow the ACAS COP1).
 - d. The Respondent was in breach of contract by failing to pay the Claimant his one week notice pay and is awarded **£462.73**.
 - e. The Respondent failed to provide the Claimant with a written statement of employment particulars contrary to s1 Employment Rights Act 1996 and is awarded **£2,152.00**.
 - f. The Respondent failed to allow the Claimant to be accompanied to the grievance meeting contrary to s10 Employment Relations Act 1999 and is awarded **£1,076.00**.

Employment Judge **King**

Date _____ 28.11.2022 _____

JUDGMENT SENT TO THE PARTIES ON

30/12/2022

N Gotecha

FOR THE TRIBUNAL OFFICE

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.

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.