



EMPLOYMENT TRIBUNALS

Claimant: Christopher Dunn

Respondent: The Social Bar and Eatery Limited

Heard at: via VHS **On:** 22 February 2023

Before: Employment Judge Hay

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The Respondent is in breach of contract by dismissing the Claimant without notice and is ordered to pay damages in the gross sum of £1140.00.
2. An ACAS Code of Practice on Disciplinary and Grievance Procedures applies and the Respondent acted unreasonably in failing to comply with it such that it is just and equitable to increase the award payable to the Claimant by 25%. The Respondent is ordered to pay additional damages in the gross sum of £285.00 for the breach of contract.
3. The Respondent has made an unlawful deduction from the Claimant's wages and is ordered to pay the Claimant the net sum of £581.74 in respect of the amount unlawfully deducted.
4. The Claimant made an unlawful deduction from the Claimant's wages by failing to pay outstanding holiday pay to which the Claimant was entitled at the date of termination. The Respondent is ordered to pay damages in the gross sum of £99.75.

Case No: 1402998/2022

Teresa Hay
Employment Judge
Date 22 February 2023

Judgment sent to the Parties on 09 March 2023

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.