



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Amat

**Respondent:** RQ Café Limited

**Heard at:** London Central in public by video

**On:** 22 May 2023

**Before:** EJ Isaacson

## Representation

**Claimant:** in person

**Respondent:** Ms A Ganotaki, manager

# JUDGMENT

1. The claimant's claim for ordinary unfair dismissal fails and is dismissed as he did not have two years' continuous service.
2. The claimant's claim that he was dismissed for asserting a statutory right fails and is dismissed.
3. The claimant's claim for holiday pay succeeds. The respondent is ordered to pay to the claimant the gross amount of £1680 or pay the claimant a net amount after paying the income tax and NIC to HMRC, for 15 days accrued holiday entitlement (daily rate £14 x 8 x 15 based on 28 weeks period).
4. The claimant's claim for notice pay succeeds. The claimant is entitled to one week's notice which is calculated at £560 gross pay based on £14 per hour x 8 x 5. The respondent is ordered to pay to the claimant the gross amount of £560 or pay the claimant a net amount after paying the income tax and NIC to HMRC.
5. The total gross amount payable to the claimant by the respondent is

£2240.

EJ Isaacson

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Employment Judge Isaacson  
22 May 2023

Date \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

22/05/2023

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.

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