



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Boris Taratine

v

ECSA International Limited

Heard at: Cambridge

On: 30 May 2023

Before: Employment Judge Tynan

Appearances

For the Claimant: Ms S David, Counsel

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Tribunal declares that the Claimant's complaint, pursuant to section 23 of the Employment Rights Act 1996, that the Respondent made unauthorised deductions from his wages is well-founded. The Tribunal orders the Respondent to pay to the Claimant the sum of **£38,538.03 (gross)** in respect of those deductions.
2. The Respondent dismissed the Claimant in breach of contract by not giving him three months' notice terminating his employment or paying him in lieu thereof. The Tribunal orders the Respondent to pay to the Claimant the further sum of **£16,279.70 (net)** in respect of his breach of contract claim
3. When these proceedings were begun the Respondent was in breach of its duty to the Claimant under section 1(1) of the Employment Rights Act 1996. Pursuant to section 38(3) of the Employment Act 2002, the Tribunal increases its awards to the Claimant by the additional amount of **£1,142 (net)**.

Employment Judge Tynan

Date: 30 May 2023

Sent to the parties on: 30 June 2023

GDJ
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.