



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr Deepak Gogia

Brennen & Brown Ltd

Held at: Bristol (via CVP)

On: 16 August 2023

Before: Employment Judge Boyce

Appearances

Claimant: Mr Gogia via CVP

Respondent: did not attend

JUDGMENT

1. The Claimant's claim for unpaid wages is well founded. The Respondent shall pay the Claimant the sum of **£8,000.11** (made up of £1966.67 for January 2023, £1,866.67 for February 2023 and £4,166.77 for March 2023). This figure is calculated using gross pay to reflect the likelihood that the Claimant will be taxed upon it.
2. The Claimant's claim for notice pay is well founded. The Respondent shall pay the Claimant the sum of **£4,166.67**, representing the contractual term of one month's pay. This figure is calculated using gross pay to reflect the likelihood that the Claimant will be taxed upon it.
3. The Claimant's claim for unlawful deduction from wages is well founded. The Respondent shall pay the Claimant the sum of **£437.61** (made up of NEST contributions of £145.87, deducted in January, February and March 2023 and not paid into his pension fund).
4. The Claimant's claim for redundancy is well founded. The Respondent shall pay the Claimant the sum of **£3,488.05** (made up of the 5 weeks pay offered as voluntary redundancy). This is a net amount.

5. The Respondent must pay the Claimant the total sum of **£16,092.44** within 14 days of the date this order is sent to the parties.

Employment Judge Boyce
16 August 2023
South West Region

Judgment sent to the parties on
01 September 2023 By Mr J McCormick

For the Tribunal Office

Full oral reasons were given at the hearing. If any party requires written reasons, they must apply by email to the Tribunal within 14 days of this Judgment being sent to the parties.