



EMPLOYMENT TRIBUNALS

Claimant: Mr Matthew Day

Respondent: Maximoose Limited

Heard at: Bristol (by VHS) **On:** 15 September 2023

Before: Employment Judge Gray-Jones

Representation

Claimant: In person

Respondent: Did not appear and was not represented

JUDGMENT

1. The Respondent's application to postpone the hearing set out in an email to the Tribunal sent at 11:58 on 15 September 2023 is refused.
2. The Respondent dismissed the Claimant without notice or pay in lieu of notice when it did not have lawful grounds to do so. Accordingly, the claim for breach of contract in relation to notice pay is well-founded. The Respondent is ordered to pay the Claimant the sum of **£403.85** gross in respect of his notice period.
3. The claim for unauthorised deductions from wages is well-founded. The Respondent is ordered to pay the Claimant the sum of **£50.05** gross.
4. The Respondent did not pay the Claimant his correct entitlement to accrued annual leave under the Working Time Regulations 1998 on termination of employment. Accordingly, the claim for holiday pay succeeds and the Respondent is ordered to pay the Claimant the sum of **£105** gross.
5. The total award is therefore **£558.90**.

Employment Judge David Gray-Jones

Date: 15 September 2023

JUDGMENT SENT TO THE PARTIES ON

04 October 2023 By Mr J McCormick
FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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.