



EMPLOYMENT TRIBUNALS

Claimant: Mr S Bozzi
Respondent: GO Media Enterprise Ltd
Heard at: East London Hearing Centre
On: 27 September 2023
Before: Employment Judge Jones

Representation

Claimant: in person, assisted by interpreter Ms S Bryant
Respondent: Mr C Njau (Director)

JUDGMENT

Holiday pay

1. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
2. The Claimant accrued 21 days annual leave entitlement over the period of his employment from January to September 2022. The Claimant took 18 days leave, for which he was paid. He took annual leave between 2 and 12 September 2022 (6 working days), for which he was not paid. He had already accrued 3 more days leave before the termination of his contract.
3. The respondent shall pay the claimant (£63.53 per day x 9) = **£571.77** for 9 days leave. The claimant is responsible for paying any tax or National Insurance.

Notice Pay

4. The complaint of breach of contract in relation to notice pay is well-founded.
5. The respondent shall pay the claimant (gross wage £1,482.20 x 12/52 = £342.16) **£342.16** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Case Number: 3205488/2022

6. The Claimant's complaint of unlawful deduction of wages in respect of August and September's wages were addressed by EJ Elgot in her judgment in the case 3205168/2022.
7. The Respondent is ordered to pay the Claimant the total sum of £913.93.

Employment Judge Jones
Dated: 10 October 2023