



EMPLOYMENT TRIBUNALS

Claimant: Mr J O Coxon
Respondent: Sheep Digital Ltd.
Heard at: East London Hearing Centre (By CVP)
On: 17 October 2023
Before: Employment Judge B Beyzade

Representation

For the Claimant: In person
For the Respondent: Not present and not represented

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the tribunal is that:

- 1.1. the claimant's claim for breach of contract (notice pay) in relation to the period between 02 May 2023 and 02 June 2023 succeeds and the respondent is ordered to pay to the claimant the sum of ONE THOUSAND SIX HUNDRED AND SIXTY-SIX POUNDS AND SIXTY-SEVEN PENCE (£1666.67) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.
- 1.2. the claimant's claim for unauthorised deductions from wages (wage arrears) in relation to the period between 01 October 2022 and 01 May 2023 succeeds and the respondent is ordered to pay to the claimant a) the sum of SIX THOUSAND NINE HUNDRED AND SEVENTEEN POUNDS AND FIFTY-THREE PENCE (£6917.53) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment; and, in addition to that amount, b) the sum of SIX HUNDRED AND THIRTY-EIGHT POUNDS AND FOURTEEN PENCE (£638.14) compensation for financial loss pursuant to section 24(2) of the Employment Rights Act 1996.

- 1.3. the claimant's claim for unauthorised deductions from wages (holiday pay) in relation to the period between 01 January 2023 and 02 June 2023 succeeds and the respondent is ordered to pay to the claimant the sum of ONE HUNDRED AND FIFTY-THREE POUNDS (£153.00) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.
- 1.4. The respondent is ordered to pay to the claimant an uplift in respect of an unreasonable failure by the respondent to follow the ACAS Code of Practice in relation to a grievance lodged by the claimant. That uplift is 25%. It is applied to the monies due in terms of paragraphs 1.1 to 1.3 of this Judgment, a total of £9,375.34, of which 25% is TWO THOUSAND, THREE HUNDRED AND FOURTY-THREE POUNDS AND EIGHTY-FOUR PENCE (£2343.84).

**Employment Judge B Beyzade
Dated: 17 October 2023**