



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Buzea

**Respondent:** T33 Holdings Ltd (1)  
Bahadir Telli (2)

**Heard at:** Hull by video                      **On:** 26 October 2023

**Before:** Employment Judge Miller

## Representation

Claimant: In person  
Respondent: No attendance

# CORRECTED JUDGMENT

1. The claimant was, from 1 October 2021 until 24 March 2023 an employee of T33 Holdings Ltd (the first respondent).
2. The complaint of unauthorised deductions from wages is well-founded. The first respondent made an unauthorised deduction from the claimant's wages in the period 1 October 2021 – 23 March 2023
3. The first respondent shall pay the claimant **£26,888.52**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
4. The complaint of breach of contract in relation to notice pay is well-founded.
5. The first respondent shall pay the claimant **£987.23** 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.
6. The first respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by **25** % in accordance with s 207A Trade Union & Labour Relations (Consolidation)

Act 1992. The respondent shall pay the claimant the additional sum of **£6722.13**

7. The first respondent has breached the rights of the claimant to not be subjected to unauthorised deductions for wages, to be paid his outstanding holiday pay and to have his grievances dealt with. Those breaches have one or more aggravating factors. The first respondent is ORDERED to pay a penalty to the Secretary of state of **£17,298.94**.
8. The claims against Bahadir Telli (2) are dismissed.
9. The first respondent's counter claim for breach of contract is struck out under rule 37 Employment Tribunal Rules of Procedure 2013 on the ground that it is vexatious and has not been actively pursued.

Employment Judge **Miller**

Date 2 November 2023

JUDGMENT SENT TO THE PARTIES ON

6 November 2023

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FOR THE TRIBUNAL OFFICE

Notes

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.

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