



EMPLOYMENT TRIBUNALS

BETWEEN

MR DANIEL LANGDON

Claimant

AND

RIBQUEST LIMITED

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD at Southampton by VHS ON 16 October 2023

EMPLOYMENT JUDGE H Lumby

Representation

For the Claimant: In person

For the Respondent: Mr Alan Welch of the Respondent

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1 February 2023 to 13 March 2023.
2. The respondent shall pay the claimant **£3,840**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

3. The respondent shall also pay the claimant **£546.48** in respect of unpaid pension contributions in respect of the same period.

Notice Pay

4. The complaint of breach of contract in relation to notice pay is well-founded.
5. The respondent shall pay the claimant **£1,280** 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.

Holiday Pay

6. 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.
7. The respondent shall pay the claimant **£1,612.80**. The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

8. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,142**.

Unfair Dismissal

9. The complaint of unfair dismissal is dismissed. The claimant was fairly dismissed.

Employment Judge H Lumby
Dated 16 October 2023

Judgment sent to Parties on
09 November 2023 By Mr J McCormick

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.