



EMPLOYMENT TRIBUNALS

Claimant: Mr J Zhao

Respondent: Tenda UK Limited

Heard at: Bury St Edmunds (CVP) **On:** 3 November 2023

Before: Employment Judge Laidler (sitting alone)

Representation:

Claimant: Ms S Lin, friend

Respondent: Response not entered.

JUDGMENT

1. Notice Pay

The complaint of breach of contract in relation to the balance of the claimant's notice pay is well-founded. The respondent shall pay the claimant £1175.72 net as damages for breach of contract. (3.6 weeks).

2. Holiday pay.

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. The respondent shall pay the claimant £1828.90 net (5.6 weeks).

3. Expenses

The complaint in respect of expenses is well – founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant the sum of £2306.37 in respect of expenses incurred in the course of his employment.

4. The total sum due and payable to the claimant by the respondent is £5310.99.

Employment Judge Laidler

Date : 3 November 2023

JUDGMENT SENT TO THE PARTIES ON

20 December 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.

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.