



EMPLOYMENT TRIBUNALS

First Claimant: Mr Michael Yiangou

Second Claimant: Mr Milo Lethorn

Respondent: Purley Boxing Club Limited

Heard at: London South ET **On:** 21st December 2023

Before: Employment Judge J Bromige

Representation

First Claimant: In Person
Second Claimant: In Person
Respondent: Did not attend

RULE 21 JUDGMENT

MADE PURSUANT TO RULE 21 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2013

1. The First Claimant's claim for a redundancy payment pursuant to s.135 of the Employment Rights Act 1996 ("ERA 1996") is well founded. The Respondent is to pay the First Claimant the sum of **£1442.28** in respect of a redundancy payment.
2. The First Claimant's claim for unlawful deduction of wages pursuant to s.13 ERA 1996 is well-founded. The Respondent is to pay the First Claimant **£7,888.42** (gross) in respect of unauthorised deduction from wages. This consists of:
 - a. Between the period 1st July 2022 – 31st January 2023, the Claimant's contractual entitlement during this period was £14,583.31 (gross). He was only paid £6,694.89 (gross), making a shortfall of **£7,888.42** (gross).
3. The Claimant's claim for holiday pay under Regulation 14 of the Working Time Regulations 1998 succeeds. The Respondent is to pay the Claimant the sum of **£144.23** (gross), consisting of 1.5 days holiday.
4. The Claimant's claim for notice pay is not well-founded and is dismissed. This is because the Claimant worked his notice period. Whilst the Claimant

has not been paid for that period of notice worked, that sum is recoverable within the award for unlawful deduction of wages.

5. The Second Claimant's claim for unlawful deduction of wages is well founded. The Respondent is to pay the Second Claimant the sum of **£8,480.54** (gross) in respect of unlawful deduction of wages. This consists of:
 - a. Between the period 1st April 2022 – 24th March 2023, the Claimant's contractual entitlement during this period was £16,270.90. He was only paid £7,790.36 (gross), making a shortfall of **£8,480.54** (gross).
6. The total amount of the award is
 - a. **First Claimant - £9,474.93**
 - b. **Second Claimant – £8,480.54**
7. The recoupment provisions do not apply. The sums for unlawful deduction of wages and/or holiday pay are awarded gross and each Claimant is responsible for any income tax or employee national insurance contributions which may become due.

I can confirm that this is my judgment in the case numbered above and I have signed the judgment by electronic signature

Employment Judge **J Bromige**
Date: **21 December 2023**

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.