



# EMPLOYMENT TRIBUNALS

**Claimant**

**Mr Yantikov**

**v**

**Respondent**

**NewsTeam Group Ltd**

**Heard at:** Cambridge Employment Tribunal (CVP)

**On:** 22<sup>nd</sup> and 23<sup>rd</sup> November 2023

**Before:** Employment Judge King

## Appearances

**For the Claimant:** Mr Finnigan-Clarke (counsel)

**For the Respondent:** Mr Kennett – COO for the respondent

# JUDGMENT

1. The Claimant's claim for automatic unfair dismissal under s104A Employment Rights Act 1996 is well founded.
2. The Claimant's claim for unlawful deduction from wages in respect of the City AM Bonus between February to September 2022 is well founded.
3. The claimant's claim for unlawful deduction from wages in respect of the £19 week bonus between March and September 2022 is not well founded and is dismissed.
4. The Claimant's claim for holiday pay was conceded by the respondent in the sum of £85.95.
5. The Tribunal awards the Claimant the following damages as remedy:

Compensatory Award £4,700.00

Holiday pay £85.95

Bonus £400.00

Total £5,188.95

**Total judgment payable by the Respondent £5,188.95**

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Employment Judge King

Date 20.12.23

JUDGMENT SENT TO THE PARTIES ON

12/1/2024

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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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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>