



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr C Cantoro

v

Giuseppe Of Belgravia Limited

UPON a reconsideration of the judgment dated **21 December 2023** on the Tribunal's own initiative under rule 73 of the Employment Tribunals Rules of Procedure 2013, and without a hearing.

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed on 21 June 2023.
2. There is a 100% chance that the claimant would have been fairly dismissed in any event on 31 July 2023 due to the closure of his place of work.
3. The respondent shall pay the claimant the following sums:
 - a. A basic award of **£7,500**.
 - b. A compensatory award of **£1,465** (being the claimant's weekly pay of £250 x 5.86 weeks between 21/06/2023 and 31/07/2023).
4. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
5. The respondent shall pay the claimant **£454.29** (for 81.2 hours of accrued but not taken holidays). The claimant is responsible for paying any tax or National Insurance due.
6. The complaint of unauthorised deductions from wages with respect of sick pay is not well-founded and is dismissed.
7. The tribunal does not have jurisdiction to consider the claimant's claim for re-payment of a loan.

8. The complaint of breach of contract in relation to statutory notice pay is well-founded. The respondent shall pay the claimant £3,000 (net) as damages for breach of contract.

Employment Judge Klimov

15 January 2024

Sent to the parties on:

15/01/2024

For the Tribunals Office

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