



EMPLOYMENT TRIBUNALS

Claimant: Mr Mehmet Bagbozan

Respondent: Chic Look Limited

Heard at: London South (by video)

On: 8 March 2024

Before: Employment Judge Evans

Representation

Claimant: did not attend & was not represented

Respondent: in person

JUDGMENT

1. 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.
2. The respondent shall pay the claimant **£436.15** in respect of accrued but untaken holiday. The claimant is responsible for paying any tax or National Insurance.
3. The complaint of breach of contract is well-founded. The respondent was in breach of contract in failing to pay the claimant the amounts showing on his wage slips and which were due to him in the months of July and August 2022.
4. The respondent shall pay the claimant **£912.37** as damages for breach of contract. This is the net value to the claimant of the amounts due.

Employment Judge Evans

Date: 8 March 2024

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

All judgments (apart from those under rule 52) and any 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.

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/>