



EMPLOYMENT TRIBUNALS

Claimant: Mr Calvin Kavanagh

Respondents: (1) LTE Services Ltd (in voluntary liquidation)
(2) Switch My Energy Ltd
(3) Mr Ashley Smith

On: 21 November 2023

Before: Employment Judge Ahmed (sitting alone)

At: Leicester (via CVP)

Representation

Claimant: Mr James Carmody, Solicitor

Respondents: No appearance or representation

JUDGMENT

The decision of the Tribunal is that:

1. The Respondents are jointly and severally ordered to pay to the Claimant compensation, damages, interest and sums in respect of an unlawful deduction of wages amounting to a total of £18,404.76 net in accordance with the Schedule below.
2. The Recoupment Regulations do not apply.

SCHEDULE

Award for discrimination

Loss of earnings for 6.09.2022 to 12.09.2022:

1 week @ £404.28 net £404.28

Damages for injury to feelings£15,000.00

Interest on injury to feelings:

(8% on £15,000.00 being £1200.00 per annum and a daily rate of £3.28)

441 days @ ££3.28.....£1,446.48

Awards for unlawful deduction of wages

Unpaid outstanding commission:

8 x £75.....£600.00

Outstanding holiday pay..... £954.00

Total..... £18,404.76

Employment Judge Ahmed

Date: 21 November 2023

JUDGMENT SENT TO THE PARTIES ON

...10 January 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.

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.