



EMPLOYMENT TRIBUNALS

Claimant: Mr C Njie Anene
Respondents: BAM Entertainment Ltd
Heard at: Newcastle Employment Tribunal
On: 17 April 2024
Before: Employment Judge Sweeney

Appearances

For the Claimant, In person

For the Respondent, No attendance

JUDGMENT ON LIABILITY AND REMEDY

1. The Claimant's claim for a redundancy payment under section 163 Employment Rights Act 1996 is well-founded and succeeds. The Respondent is ordered to pay the Claimant a redundancy payment of **£1,819.68 (one thousand eight hundred and nineteen pounds and sixty-eight pence)** [calculated as: £454.92 gross weekly pay x 4 years' service].
2. The Claimant's claim for unlawful deduction of wages is well-founded and succeeds. The Respondent is ordered to pay the Claimant the gross sum of **£69.69 (sixty-nine pounds and sixty-nine pence)**.
3. The Claimant's pay for holiday pay under regulation 30 Working Time Regulations 1998 is well-founded and succeeds. The Respondent is ordered to pay to the Claimant the gross sum of **£949.41 (nine hundred and forty-nine pounds and forty-one pence)**.
4. The Claimant's claim for breach of contract (failure to give or pay notice) is well-founded and succeeds. The Respondent is ordered to pay the Claimant damages in the sum of **£1,534.20 (one thousand five hundred and thirty-four pounds and twenty pence)**.
5. The total amount ordered to be paid to the Claimant is **£4,372.98 (four thousand three hundred and seventy-two pounds and 98 pence)**.

Employment Judge **Sweeney**

Date: 17 April 2024

Note

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.

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/>