



# EMPLOYMENT TRIBUNALS

**Claimant:** Nigel Langdale

**Respondent:** The Sandgate Hotel Folkestone Limited

**Heard at:** Remotely via CVP for London South Employment Tribunal

**On:** 5 and 22 March 2024

**Before:** Employment Judge L Robertson

**Representation**

Claimant: in person (other claimants in related claims, Jade Saunders and Lynda Hopkins, were also in attendance)

Respondent: Mr A Martin (legal representative), Goldmind Resourcing

## CORRECTED JUDGMENT

Under the provisions of Rule 69, the judgment sent to the parties on 10 April 2024 is corrected as set out in bold type at paragraph 1 below.

The judgment of the Tribunal is as follows:

### Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1-25 November **2022**.
2. The respondent shall pay the claimant £1,780.82 (being the total of £783.56 and £997.26), which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

### Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant £1,139.68 as damages for breach of contract. This figure has been calculated using gross pay to reflect the

likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

### **Holiday Pay**

5. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
6. The respondent shall pay the claimant £660. The claimant is responsible for paying any tax or National Insurance.

### **Interest**

7. The Tribunal does not have jurisdiction to award interest prior to the issue of the judgment in accordance with the Employment Tribunals (Interest) Order 1990.

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Employment Judge L Robertson

Date signed: 8 May 2024