



EMPLOYMENT TRIBUNALS

Claimant: Mr Q Palluat

Respondent: Kitchen Lab Limited

At: Central London Employment Tribunal

Before: Employment Judge Nicolle by CVP on 17 May 2024

JUDGMENT

1. The Respondent has failed to file an ET3 Grounds of Resistance. The Claimant attended the hearing and the Respondent did not appear. The Claimant had provided documentary evidence of the sums sought.
2. Having considered the ET1 and the documentary evidence provided by the Claimant he is entitled to the sums set out below.
3. The Respondent has failed to pay wages to the Claimant for his 2 week notice period between 8 and 22 October 2023 during which the Claimant performed his normal duties. The Claimant has calculated his wages based on average gross weekly pay of £819.32 which gives a gross figure for 2 weeks of £1638.63.
3. The Respondent has unlawfully failed to pay the Claimant 5 days' accrued holiday entitlement. The Claimant's gross annual salary, based on the average weekly gross pay referred to above, was £42,604.38. 5 days' accrued holiday equates to 1 week's pay totalling £819.32.
4. The Tribunal orders the Respondent to pay unpaid wages and unpaid accrued holiday entitlement to the Claimant of £2457.95 gross. The Claimant is responsible for the payment of tax and employ national insurance contributions as appropriate to HMRC.
5. The Claimant is not entitled to any payments to reflect consequential losses arising from the Respondent's failure to make the above payments or emotional stress arising from such failures.

Employment Judge Nicolle

17 May 2024

Sent to the parties on:

14 June 2024

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For the Tribunal:

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