



EMPLOYMENT TRIBUNALS

Claimant: Mr J Patio

Respondent: Live London Limited

Heard at: London Central (by CVP)

On: 29 April 2024

Before: Employment Judge Emery

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 26 July to 8 August 2023.

The respondent shall pay the claimant two weeks wages, at £650 per week, a total of **£1,350**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

The complaint of breach of contract in relation to notice pay is well-founded.

The respondent shall pay the claimant **£1,350**, equivalent to two weeks wages 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

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.

The respondent shall pay the claimant **£2,295**. The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,869**.

Unfair Dismissal

The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. The respondent shall pay a compensatory award of **£7,352.66**.

Employment Judge Emery

16 June 2024

Judgment sent to the parties on:

4 July 2024

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For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.