



# EMPLOYMENT TRIBUNALS

**Claimant:** M Morris-Last

**Respondent:** Jonathan Barcroft, trading as JB Heating Services

**HEARD AT:** Manchester (by Video Platform) **On:** 18 + 19 July 2024

**BEFORE:** Employment Judge Batten (sitting alone)

**REPRESENTATION:**

**For the Claimant:** D Doran, litigation friend

**For the Respondent:** E Stenson, Counsel

## JUDGMENT

The judgment of the Tribunal is that:

1. the complaint of unfair dismissal is well-founded. The respondent is ordered to pay to the claimant the sum of **£2,321.92** which comprises a basic award of £1286.00 and a compensatory award of £1,035.92.
2. The claimant was entitled to 2 weeks' statutory notice at the termination of his employment and the respondent is ordered to pay the claimant damages in the sum of **£1,013.80**, less any net sick pay which has already been paid to the claimant in the period 24 to 30 May 2023.
3. the complaint about unpaid holiday entitlement is well-founded. The respondent is ordered to pay the claimant a further 2 days' holiday entitlement in the net sum of **£202.76**.
4. the respondent did not make unauthorised deductions from the claimant's wages and this claim is dismissed.

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Employment Judge Batten  
19 July 2024

JUDGMENT SENT TO THE PARTIES ON

25 July 2024

FOR THE TRIBUNAL OFFICE

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](http://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/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2407690/2023**

Name of case: **M Morris-Last** v **Jonathan Barcroft,  
trading as JB Heating  
Services**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 25 July 2024

**the calculation day** in this case is: 26 July 2024

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office