



EMPLOYMENT TRIBUNALS

Claimant: Mr RFG Eutrope

Respondent: Roti King Limited

Heard at: London Central (by video)

On: 29 July 2024

Before: Employment Judge Isaacson

REPRESENTATION:

Claimant: Mr J O'Connor, solicitor

Respondent: Mr Uskieagu, consultant

JUDGMENT

The judgment of the Tribunal is as follows:

Wages – Pension contributions

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 May 2023 and November 2023 for employee pension contributions of £146.80 per month and £110.10 employer contributions for the period from August 2023 to November 2023.
2. Employee contributions $£146.80 \times 7 = £1027.60$.
3. Employer contributions $£110.10 \times 4 = £440.40$.
4. The respondent shall pay the claimant **£1468**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay and Wages

5. The claimant withdrew his claim for notice pay and outstanding salary. These claims are dismissed.

Holiday Pay

6. The complaint in respect of holiday pay is well-founded. The respondent was in breach of contract in failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
7. The respondent shall pay the claimant **£4321** as damages for breach of contract. This is the gross value to the claimant of the amount due. The claimant's annual salary was £74,900. Daily rate = £288 x 15 = £4321
8. The claimant is responsible for paying any tax or National Insurance.

Bonus

9. The claimant's claim for a bonus payment fails and is dismissed.
10. The total gross amount the respondent is ordered to pay to the claimant is **£5789**.

Employment Judge Isaacson
29 July 2024

Judgment sent to the parties on:

1 August 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.