



EMPLOYMENT TRIBUNALS

Claimant: Mr. Blake Cooper

Respondent: Cartwheel Coffee Limited

Heard at: Via Cloud Video Platform (Midlands East Region)

On: 15th December 2023

Before: Employment Judge Heap (sitting alone)

Representation

Claimant: Mr. N Cooper – Legal Consultant

Respondent: No attendance or representations

This has been a remote hearing which has not been objected to by the parties. A face to face hearing was not held because no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. The Respondent made an unauthorised deduction from the Claimant's wages by way of a deduction for allegedly overtaken holiday pay and the Respondent is Ordered to pay to the Claimant the sum of **£693.27**.
2. The Respondent made an unauthorised deduction from the Claimant's wages by failing to pay him salary properly due from 25th March 2023 to 24th April 2023 and the Respondent is Ordered to pay to the Claimant the sum of **£1,056.41**.
3. The Respondent made an unauthorised deduction from the Claimant's wages by way of a deduction for produce that it is alleged that he had taken and the Respondent is Ordered to pay to the Claimant the sum of **£102.31**.
4. The Respondent breached the Claimant's contract of employment by failing to pay to him contractual tips to which he was entitled during the last six months of his employment and the Respondent is Ordered to pay to the Claimant the sum of **£553.44**.
5. The Respondent dismissed the Claimant in breach of contract in respect of his remaining notice period up to 12th May 2023 and the Respondent is Ordered to pay to the Claimant the sum of **£1,287.50**.

6. The total sum that the Respondent is Ordered to pay to the Claimant is in the sum of **£3,692.93**.

Employment Judge Heap

Date: 15th December 2023

JUDGMENT SENT TO THE PARTIES ON

.....15th January 2024.....

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FOR THE TRIBUNAL OFFICE

Notes

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 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/>