



EMPLOYMENT TRIBUNALS

Claimant: Mr R Purbey

Respondent: QC Operations Limited

Heard at: London Central (by CVP)

On: 5 September 2024

Before: Employment Judge Emery

REPRESENTATION:

Claimant: In person

Respondent: no attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages.
2. The respondent paid outstanding wages to the claimant amounting to £1,206.98 on 4 September 2024, the day prior to this hearing. Interest is awarded on the sum from the date of dismissal to 3 September 2024.

Holiday Pay

3. 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.

4. The respondent paid outstanding holiday pay amounting to £252.00 to the claimant on 4 September 2024 the day prior to this hearing. Interest is awarded on the sum from the date of dismissal to 3 September 2024

Notice Pay

5. The complaint of breach of contract in relation to notice pay is well-founded.
6. The respondent shall pay the claimant **£210.00** 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. Interest has been calculated on this sum from the date of dismissal to 3 September 2024.

Award

7. Notice pay:	£210.00
8. Interest on holiday pay, unpaid wages and notice pay	
$£1627.88 / 365 \times 195 = £ 869.69 @8\% =$	£ 69.58
TOTAL:	£279.58

**Employment Judge Emery
5 September 2024**

Judgment sent to the parties on:

12 September 2024

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For the Tribunal:

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