



EMPLOYMENT TRIBUNALS

Claimant: Mr Rhys Griffiths

Respondent: The Basketball League Limited

Heard at: London Central (by CVP)

On: 14 November 2024

Before: Employment Judge Duff

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal and Redundancy

1. The claimant's unfair dismissal and redundancy claims are dismissed, as the Claimant was not been employed by the respondent for the requisite two years prior to his dismissal.

Notice Pay

2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent shall pay the claimant **£5,583.33** 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.

Wages

4. 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 June 2024 to 19 July 2024.
5. The respondent shall pay the claimant **£5,153.85**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Holiday Pay

6. 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 9 days holiday accrued but not taken on the date the claimant's employment ended.
7. The respondent shall pay the claimant **£2,319.21**. The claimant is responsible for paying any tax or National Insurance.

Total

8. The respondent shall pay the total sum of **£13,056.39** to the claimant within 28 days from the date this order was sent to the parties.

Employment Judge Duff

14 November 2024

Judgment sent to the parties on:

21 November 2024

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For the Tribunal: