



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Porter

**Respondent:** Noordzee Holding Ltd

**Heard at:** Cambridge

**On:** 4 December 2024

**Before:** Employment Judge Tynan (sitting alone)

## Appearances

**For the Claimant:** In person

**For the Respondent:** Did not attend and was not represented

## JUDGMENT

1. The Tribunal was satisfied that the Respondent was given notice of today's hearing and determined that it was in the interests of justice to proceed in its absence.
2. The Claimant was employed by the Respondent between 18 December 2023 and 19 January 2024. The Respondent is the correct respondent to the claim.
3. The Tribunal declares that the Respondent made unauthorised deductions from the Claimant's wages in respect of the period 18 December 2023 to 19 January 2024. The Respondent is ordered to pay the Claimant the gross sum of **£1,608** in respect of the unauthorised deductions.
4. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the Claimant in the sum of **£368**.
5. Pursuant to s.38 of the Employment Act 2002, the amount of the award to the Claimant is increased by the higher amount of four weeks' pay, equating to **£1,610**.
6. The total amount of the award to the Claimant is therefore **£3,586**.

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Employment Judge Tynan

Date: 23 January 2025

Sent to the parties on: 23 January 2025

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](https://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 is likely to be payable in most but not all circumstances. 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/>