



EMPLOYMENT TRIBUNALS

Claimant: Mr J Tembey Mortimer

Respondents: Ye Olde Whyte Hart Limited

Heard at: Southampton (By CVP) **On:** 23 January 2025

Before: Employment Judge Self

Appearances

For the Claimant: In Person (assisted by his mother)

For Respondent: Mrs C Barnard – Director

JUDGMENT

1. The Claims of automatic unfair dismissal pursuant to section 100 and 103A of the Employment Rights Act 1996 against the First Respondent for unfair dismissal are not well-founded and are dismissed.
2. The Claim of wrongful dismissal is well-founded and the Claimant is awarded **£597.75** in respect thereof.
3. The Claim for Holiday Pay pursuant to the Working Time Regulations 1998 is not well founded and is dismissed.
4. It is declared that the Respondent made an unlawful deduction of wages and the Respondent shall pay to the Claimant **£850** in respect thereof.
5. Upon the Claimant not being provided with a written contract of employment the Respondent shall pay to the Claimant two weeks' wages - **£1195.50**.
6. The sums detailed at paragraphs 2 and 4 are gross sums and appropriate deductions for tax and national insurance shall be made from those sums only. For the avoidance of doubt the total sum payable under this Judgment is **£2,643.25** (less tax and national insurance in respect of the sums at paragraphs 2 and 4).

Case Number: 1406223/2023

**THIS JUDGMENT HAS BEEN APPROVED BY
EMPLOYMENT JUDGE SELF ON
23 JANUARY 2025**

Sent to the parties on
11 February 2025 By
Mr J McCormick
For the Tribunal Office