



EMPLOYMENT TRIBUNALS

Claimant: Mr Deve

Respondent: First Time Logistics Ltd

Heard at: London South (by CVP) **On:** 3 February 2025

Before: Employment Judge Hart

Representation:
For the claimant: Litigant in person
For the respondent: Did not attend

JUDGMENT

The Judgment of the Tribunal is that:

1. The hearing to proceed in the Respondent's absence, the Tribunal having considered the information available to it after making such enquiries that were practicable about the reason for the Respondent's absence.
2. For the period of his employment, from the 2 October 2023 to 3 March 2024 the Claimant was an employee of the Respondent.
3. The Claimant's complaint for unfair dismissal is **not upheld** and is dismissed, because he was employed by the Respondent for less than two years.
4. The Claimant's complaint for wrongful dismissal is **upheld**. The Respondent failed to pay the statutory notice pay of 1 week's pay on termination of the contract. The Respondent is ordered to pay the Claimant the sum of **£375 net**.
5. The Claimant's complaint for unauthorised deduction of wages is **upheld**. The Respondent failed to pay the Claimant his wages for February 2024, and is ordered to pay the claimant the sum of **£1500 net**.
6. The Respondent failed to provide the Claimant with a written statement of employment particulars or with itemised pay slips. The Respondent is ordered to pay 2 weeks' pay in compensation, amounting to **£750 net**.

Employment Judge
Date: 3 February 2025

Sent to the parties on
Date: 6 February 2025

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 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/>