



EMPLOYMENT TRIBUNALS

Claimant: Mr R Thomas

Respondent: Kassak Foods Limited

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

Before: Employment Judge Curtis

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

Upon the Tribunal deciding to proceed in the absence of the Respondent under rule 47 of the Employment Tribunal Rules 2024 in light of the fact that all tribunal correspondence has been sent to the Respondent's registered address and the Respondent has not entered a response or participated in the proceedings in any other way

Order:

1. The Respondent was in breach of contract by dismissing the Claimant without notice and the Respondent is ordered to pay to the Claimant damages of £692, being the gross sum due
2. The Respondent made unauthorised deductions from wages by failing to pay the Claimant for work undertaken in February 2024 and is ordered to pay to the Claimant the sum of £3,000 being the total gross sum due.
3. The Claimant's claim under regulation 14 Working Time Regulations 1998 succeeds. That is a claim for payment in respect of leave which had accrued but not been taken prior to the termination of employment. The Respondent is ordered to pay the Claimant the sum of £1,291.72, being the total gross sum to which the Claimant was entitled under regulation 14.
4. The Respondent failed to provide the Claimant with a statement of employment particulars as required by s.1 Employment Rights Act 1996. An additional award of 2 weeks' pay is made under s.38 Employment Act 2002. The Respondent is ordered to pay to the Claimant the sum of £1,384.

Employment Judge **Curtis**

Date: 03 February 2025

Notes

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.