



EMPLOYMENT TRIBUNALS

Claimant: Wallace Stephen

Respondent: Rum and Spice Limited

Heard at: Leicester **On:** 03/02/2025

Before: Judge M. A Siddique

Representation

Claimant: In person

Respondent: Failed to attend

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. The respondent is ordered to pay the claimant the following:
 - (a) No basic award.
 - (b) A compensatory award in the sum of £915.20.
2. The complaint of breach of contract in relation to notice pay is well-founded. The respondent is ordered to pay the claimant the sum of £823.68 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will be taxed upon it as Post Employment Notice Pay.
3. The complaint of unauthorised deductions from pay is well-founded. The respondent made unauthorised deductions from the claimant's pay in respect of the period 1 July – 31 August 2024. The respondent is ordered to pay to the claimant the gross sum of £5,475.84.
4. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's pay by failing to pay holiday pay and is ordered to pay the claimant the gross sum of £641.10.

Employment Judge **M. A Siddique**

Date 03/02/2025

JUDGMENT SENT TO THE PARTIES ON

.....02 March 2025.....

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FOR THE TRIBUNAL OFFICE

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.

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/>