



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Yat Hang Yau

**Respondent:** Hoja Restarurants Limited

**Heard at:** London Central (by CVP)

**On:** 17 April 2025

**Before:** Employment Judge Emery

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# JUDGMENT

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay his entitlement to tips/service charge in the period 1 July 2023 to 9 June 2024.
2. The respondent shall pay the claimant **£1,772.58**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

## Notice pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£230.00** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

**Holiday pay**

- 5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
- 6. The respondent shall pay the claimant **£885.50**. The claimant is responsible for paying any tax or National Insurance.

**Redundancy payment**

- 7. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£690.00**.

Approved by:  
**Employment Judge Emery**  
**14 May 2025**

Judgment sent to the parties on:

16 May 2025  
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For the Tribunal:

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