



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr F Van Staden

**Respondent:** Luftavia Limited

**Heard at:** Watford

**On:** 13 and 14 May 2025

**Before:** Employment Judge S. Matthews

## Representation

Claimant: In Person

Respondent: Ms. Acheampong (litigation consultant)

# JUDGMENT

The judgment of the tribunal is:

1. The complaint of breach of contract in relation to wages and notice pay is well-founded.
2. The respondent shall pay the claimant £1734.57 as damages for breach of contract. This figure has been calculated using gross pay. The claimant is responsible for the payment of any tax or National Insurance.
3. The respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. It is just and equitable to make an award of an amount equal to 4 weeks gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant the sum of £2800.
4. The total sum to be paid by the respondent to the claimant is £4534.57.

Approved by:

Employment Judge **S. Matthews**

Date 14 May 2025

JUDGMENT SENT TO THE PARTIES ON

12/06/2025

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](http://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/>