



EMPLOYMENT TRIBUNALS

Claimants:

Mr R Holp v

Respondent:

MMS Mirabella Limited

Heard at: London (South) (via CVP)

On: 25 April 2025

Before: Employment Judge Fredericks-Bowyer

Attendances:

For the claimant: In Person

For the respondent: Mr Nowkandi (Director)

JUDGMENT

1. The hearing proceeded in the absence of the respondent under Rule 47 Employment Tribunal Procedure Rules 2024. Before taking that decision, the Tribunal was satisfied that:-
 - 1.1. The respondent has not engaged with proceedings and has not complied with any orders;
 - 1.2. The notice of hearing had been sent to the respondent;
 - 1.3. No reasons were given to excuse non-attendance.
2. The respondent breached the claimant's employment contract by failing to pay him salary, and taking contractual deductions for pension which were not then paid into the pension scheme.
3. The breach of contract caused losses to the claimant in the sum of £190.13. No further award for breach of contract is made because that would be double recovery of the sums awarded below.

4. The matters constituting breach of contract were also an unlawful deduction from wages and a failure to pay accrued but untaken holiday. Remedy is awarded under Employment Rights Act 1996 in the following amounts:-

4.1. Wages for February, March and April 2023 - £5,506.28

4.2. Holiday - £708.00

5. The claimant is responsible for accounting for any tax due on the sums paid to him under paragraph 4 above.
6. The total amount which the respondent must pay the claimant under this judgment is **£6,404.41**.

Approved by: Employment Judge Fredericks-Bowyer

25 April 2025