



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Oskar Phung Van  
**Respondent:** Muse Coffee Company Ltd

**Heard at:** By CVP **On:** 20 June 2025

**Before:** Employment Judge Elizabeth Gibson

**Representation:**

Claimant: In person  
Respondent: None

## JUDGMENT

### Employment Tribunal Procedure Rules 2024 – Rule 22

1. The Claimant was dismissed in breach of contract in respect of notice contrary to section 86 of the Employment Rights Act 1996 and the Respondent is ordered to pay damages to the Claimant in the sum of **£185.58**.
2. The Respondent failed to pay the Claimant's holiday entitlement in accordance with regulation 13A of the Working Times Regulations 1998 and is ordered to pay the Claimant the sum of **£1057.303**.
3. The Respondent was in breach of its duty to provide the Claimant with a written statement of employment particulars contrary to section 1(1) of the Employment Rights Act 1997.

4. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay.
5. In accordance with section 38 of the Employment Act 2002 the Respondent is ordered to pay the Claimant the sum **£742.32**.

Approved by:

**Employment Judge Gibson**  
**30 June 2025**

JUDGMENT SENT TO THE PARTIES ON  
15 July 2025

Jade Lobb  
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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)