



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Basile

**Respondent:** Margot Bakery Limited

**Heard at:** Reading **On:** 1 September 2025

**Before:** Employment Judge Hawksworth

**Appearances:**

The claimant: represented himself

For the respondent: no attendance or representation

## JUDGMENT

The decision of the tribunal is that:

1. The respondent breached the claimant's contract by failing to give him 4 weeks' notice of termination as required by his contract. The respondent has not shown that it was entitled to dismiss the claimant without notice.
2. The respondent must pay the claimant his outstanding notice pay in the sum of £1719.90. This is calculated as 4 weeks' pay for 36 hours per week at £13.65 per hour. Credit is given for 18 hours paid for shifts worked on 8 and 11 February 2024.
3. The sum of £1719.90 is the gross sum. The respondent may pay the claimant the net sum, provided that it accounts to HMRC for tax and national insurance due on the sum and that it provides the claimant with written confirmation of the deductions made.

**Approved by:**  
**Employment Judge Hawksworth**

Date: 1 September 2025

Sent to the parties on: 17 September 2025

For the Tribunals Office

**Note:**

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:**

All judgments and written reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions)

**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 is likely to be payable in most but not all circumstances. 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/>