



EMPLOYMENT TRIBUNALS

Claimant: A Flexer

Respondent: Mediterranean Restaurant Brighton Limited (In voluntary liquidation)

Heard at: London South, by CVP
Before: EJ Rice-Birchall

On: 10 September 2025

Representation

Claimant: In person

Respondent: No appearance

JUDGMENT

1. The claimant's claims for holiday pay, notice pay, a redundancy payment and arrears of pay (unauthorised deductions from wages) are dismissed on withdrawal.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. There is a 100% chance that the claimant would have been fairly dismissed in any event, after a four-week consultation period.
4. The respondent shall pay the claimant a compensatory award of **£2074.07**.

Note that this is the actual sum payable to the claimant after any deductions or uplifts have been applied.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:
Employment Judge Rice-Birchall
Date: 10 September 2025

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/