



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Coates

**Respondent:** Kimura Management Services Ltd

**Heard at:** London Central (by CVP)

**On:** 13 August 2025

**Before:** Employment Judge Emery

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was an employee of the respondent from 1 October 2023 to the date of termination of employment on 29 November 2024.
2. The complaint of breach of contract in relation to notice pay is well-founded. The claimant is owed two months' notice pay.
3. The respondent shall pay the claimant **£25,000** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. The complaint of breach of contract in relation to a redundancy consultation process is well founded. The respondent shall pay the claimant **£12,500** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

- 5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall pay the claimant **£2,307.69**. The claimant is responsible for paying any tax or National Insurance.
- 6. The total sum due to the claimant is: **£39,807.69**.

**Approved by:  
Employment Judge Emery  
13 September 2025**

Judgment sent to the parties on:

26 September 2025

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For the Tribunal:

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