



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A. Smith

**Respondent:** Kit Me Out Online Ltd

**Heard at:** Birmingham

**On:** 05 April 2018

**Before:** Employment Judge V Jones

## Representation

Claimant: In Person

Respondent: No Appearance

## JUDGMENT ON A REMEDY HEARING

The Respondent is ordered to pay the Claimant the following amounts pursuant to the judgment of EJ Dimbylow dated 6 November 2017:

- The sum of £4,508.54 for wages unlawfully deducted between 1 December 2016 and 7 July 2017, calculated as follows:

### Wages due :

01.12.16 to 31.03.17 inc (4 months gross pay)	£4,451.52
01.06.17 to 30.06.17 inc (1 month gross pay)	£1,112.88
01.07 to 07.07.17 inc (1 week gross pay)	£ 256.82

<u>Subtotal</u>	<u>£5,821.22</u>
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### Less paid by the Respondent:

12.12.16	£ 500.00	
09.01.17	£ 600.00	
10.03.17	£ 200.00	
31.03.17	<u>£ 12.68</u>	- £1,312.68

<u>Total</u>	<u>£4,508.54</u>
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2. One week's pay in lieu of holidays accrued but untaken at date of termination. (2.8 weeks accrued less 1.8 weeks taken) £ 256.82
  
3. A redundancy payment calculated according to the formula contained in s.162 Employment Rights Act 1996. At the date of termination the claimant was aged 27 and had three complete years' service  
  
3 x 1 x £256.82 £ 770.46
  
4. Damages for breach of contract (pay in lieu of notice) based on the statutory minimum notice period contained in S.86 ERA  
3 weeks pay @ 256.82 per week £ 770.46
  
5. Compensation for the Respondent's failure to provide written reasons for dismissal (S.93 ERA)  
2 weeks' pay @ 256.82 per week £ 513.64
  
6. Total payable by the Respondent to the Claimant: **£6,819.92**

Employment Judge V. Jones

Date 19 April 2018

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.