



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr M Lewis

AND

Respondent
PDJ Cinemas (Cardiff) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Cardiff **ON** 9 November 2017

EMPLOYMENT JUDGE NW Beard (sitting alone)

Representation

For the Claimant: Mr Lewis (Father)

For the Respondent: Mr Hendley (Consultant)

JUDGMENT

The judgment of the tribunal is that:-

1. The claimant's claim of unfair dismissal within the meaning of Section 98(4) of the Employment Rights Act 1996 is well founded.
2. The claimant's claim for an unlawful deduction of wages (holiday pay) is not well founded and is dismissed.
3. The claimant's claim of breach of contract (notice pay) is well founded but no award is made under this claim as recovered pursuant to the section 98(4) claim.
4. The respondent is ordered to pay to the claimant the sum of £2,352.36 as calculated as set out below in compensation for unfair dismissal.

AWARD

Basic Award	
£243.79 x 2 weeks	£487.58
Compensatory Award	
Loss of Statutory Rights	£350.00
Loss of earnings 26/05/17 to 17/06/17 22 days @ £32.63 net per day	£717.86
Loss of Earnings 17/06/17 to 20/08/17 63 days @ £8.16 net	£514.08

Case Number 1600474/2017

Notice pay 2 weeks @ £228.42 per week	£456.84
Less sums earned	(£ 174.00)
Total Award	£2,352.36

Employment Judge Beard
Dated: 11 November 2017

Judgment sent to Parties on
15 November 2017

For the Tribunal Office