



EMPLOYMENT TRIBUNALS

Claimant: Mr David Hastings

Respondent: X Markets Group Ltd

Heard at: Croydon **On:** 12 December 2018

Before: Employment Judge Nash (sitting alone)

Representation

Claimant: In person

Respondent: No appearance

JUDGMENT

1. The respondent made unauthorized deductions from the claimant's wages contrary to section 13 Employment Rights Act 1996 and shall pay to the claimant the sum of £12,500.01, which is awarded gross of statutory deductions.
2. The respondent shall pay to the claimant the sum of £1,711.44 pursuant to section 24A Employment Rights Act 1996.
3. The respondent breached the claimant's contract of employment by failing to pay his employment expenses and shall pay the sum of £169.48 to the claimant.
4. The respondent wrongfully dismissed the claimant.
5. The respondent shall pay the claimant the sum of £3,064.67 in lieu of notice, which sum is awarded net of statutory deductions
6. The respondent shall pay the sum of £1,250 to the claimant in respect of accrued by untaken holiday pay, which is awarded gross of statutory deductions.
7. The respondent was in breach of its duty under section 1 Employment Rights Act 1996 to provide a statement of employment particulars to the claimant.

8. The award payable by the respondent to the claimant is increased by the higher amount under section 38 Employment Act 2002, being £3,846.15.
9. The total accordingly payable by the respondent to the claimant under this judgment is £22,541.75.

Employment Judge Nash

Date 12 December 2018

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.

Public access to employment tribunal decisions

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