

JJE



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Munro  
**Respondent:** EliteDirect.com  
**Heard at:** East London Hearing Centre  
**On:** 1 August 2018  
**Before:** Employment Judge Brook (sitting alone)

## Representation

**Claimant:** In Person  
**Respondent:** Mr S Soyka, Managing Director

# JUDGMENT

Upon hearing the Claimant in person and Mr S Soyka the Managing Director of the Respondent company, the Judgement of the Tribunal is as follows:

1. The Claimant's application to add a claim in outstanding holiday pay is refused. The application was out of time and there are no grounds to extend time;
2. The Respondent's counter claim in respect of £270.80 is not within the jurisdiction of the Employment Tribunal;
3. The Claimant's claim in arrears of pay for the period 31 March 2018 to 7 April 2018 succeeds in the sum of £391.00 gross pay which sum is to be paid to the Claimant by the Respondent less relevant statutory deductions;
4. The Claimant is awarded the net sum of £600.00 by reason of the Respondent not providing the Claimant with a written contract or written particulars of employment, pursuant to the provisions of Section 1 of the Employment Rights Act 1996. This sum is to be paid net without deductions.
5. The said sums are to be paid to the Claimant by the Respondent on or before 29 August 2018.

6. Other Matters

**Public access to employment tribunal decisions**

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

Employment Judge Brook

3 September 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.