



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Emilijus Jankauskas

**Respondent:** Home Decisions Ltd

**Heard at:** East London Hearing Centre

**On:** Friday 04 September 2020

**Before:** Employment Judge Housego

## Representation

**Claimant:** Mr Rudolph Capek of Capek Employment Law

**Respondent:** Mr G Hyne, of Peninsula

# JUDGMENT

1. The Claimant was employed by the Respondent.
2. The Respondent did not provide a statutory statement of principal terms and conditions of employment.
3. The Respondent did not provide itemised payslips.
4. The Respondent made unauthorised deductions from the Claimant's wages.
5. The Respondent did not pay to the Claimant one week's notice pay, to which he was entitled.
6. The Respondent did not pay to the Claimant pay in respect of accrued holiday.
7. The claim for expenses is dismissed.
8. The financial awards are:
  - 8.1. For lack of a statutory statement (S38 Employment Act 2002) 2 weeks pay at £420 week = **£840**.

- 8.2. For deductions contrary to S13 Employment Rights Act 1996 £420 deducted at the end of the employment of the Claimant, and 3 days underpaid during the employment of a further £210 (making **£630**).
- 8.3. Holiday pay (for the agreed period of 1.61 weeks) of **£672**.
- 8.4. Notice pay of **£420**.
9. The total sum I order that the Respondent pay to the Claimant is **£2562**.
10. The sums are all gross and it is for the parties to account to HMRC for employer's and employee's National Insurance and for income tax on earnings throughout the employment.

## **REASONS**

1. A full ex tempore judgment was given at the hearing. No request was made for written reasons.

**Employment Judge Housego  
Date 04 September 2020**