



EMPLOYMENT TRIBUNALS

Claimant: Mr G Georgiades

Respondent: Simon Koliandris T/a Atlantis 1

Heard at: Leeds via CVP (video link) On: 12 April 2021

Before: Employment Judge Cronin

Representation

Claimant: In person

Respondent: In person

This has been a remote hearing which neither party objected to. The form of remote hearing was CVP (video link) (V). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing

JUDGMENT

1. The Claimant's claim for unfair dismissal under s94 and s98 of the Employment Rights Act 1996 (the "ERA") is well founded and succeeds. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal of £2042.00 as follows:
 - a. a basic award of £591.12; and
 - b. a compensatory award of £1450.88.
2. The recoupment provisions do not apply to the unfair dismissal award.
3. The Claimant is awarded 2 weeks' pay under Section 38 of the Employment Act 2002, because he received no initial statement of particulars of employment from the Respondent (as required under s1 of the ERA). The Respondent is ordered to pay the sum of £262.72.
4. The Tribunal declares that the respondent has made unauthorised deductions from wages under s13 of the ERA in respect of the claimant's accrued holiday pay on

termination of employment. The respondent is ordered to pay the claimant the sum of £293.92 (gross).

Case No: 1803638/2020 (V)

Employment Judge Cronin
Date: 12 April 2021

JUDGMENT SENT TO THE PARTIES
Date: 21 April 2021

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FOR EMPLOYMENT TRIBUNALS

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/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

