



EMPLOYMENT TRIBUNALS

Claimant

Mr Paul Daniel Balau

v

Respondent

Imperial Group Ltd

PRELIMINARY HEARING

Heard at: London Central (by CVP)

On: 17th August 2023

Before: Employment Judge Gidney

Appearances

For the Claimant: Mr Balau (in person)

For the Respondent: No attendance

RULE 21 JUDGMENT

Upon the Claimant's Claim Form being sent to the Respondent on 4th July 2023;
And upon the Respondent failing to file a Response Form to the Claimant's claim by
1st August 2023;

And upon the Respondent failing to attend this hearing, despite being contacted by
the Tribunal by post on a number of occasions and by the Tribunal's clerk by telephone
before the hearing commenced;

And upon hearing the Claimant give evidence under Oath:

The Judgment of the Tribunal is that:

1. Clause 13 of the Claimant's contract of employment entitled him to £10 per hour. 31 hours remained outstanding at the termination of his employment. The Claimant's claim of arrears of pay is well founded and assessed in the sum of £310.00.
2. The Claimant was entitled to be repaid travel expenses and at the termination of his employment £221.40 remaining outstanding in travel expenses. The Claimant's claim for expenses is well founded and assessed in the sum of £221.40.
3. Clause 13 of the Claimant's contract of employment entitled him to £100.00 per deal. The Claimant had three deals outstanding at the termination of employment. The Claimant's claim for commission payment is well founded and assessed in the sum of £300.00.
4. The Claimant's claim for holiday pay is not well founded. He accrued holiday after his probationary period, a period of 10 days. He did not accrue and days holiday during that period. The holiday pay claim fails.
5. In the circumstances the total Judgment ordered to the Claimant is £831.40.

17th August 2023

Employment Judge Gidney

Sent to the parties on:

17/08/2023

For the Tribunal:

“The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

Public access to employment tribunal decisions: Note that both 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 parties”.