



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr C Cantoro

v

Giuseppe Of Belgravia Limited

Heard at: London Central (by video)

On: 20 & 21 December 2023

Before: Employment Judge P Klimov (sitting alone)

Representation:

For the Claimant: in person, assisted by J Smith (a friend)

For the Respondent: not present or represented.

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed on 21 June 2023.
2. There is a 100% chance that the claimant would have been fairly dismissed in any event on 31 July 2023 due to the closure of his place of work.
3. The respondent shall pay the claimant the following sums:
 - a. A basic award of **£7,500**.
 - b. A compensatory award of **£1,465** (being the claimant's weekly pay of £250 x 5.86 weeks between 21/06/2023 and 31/07/2023).
4. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
5. The respondent shall pay the claimant **£454.29** (for 81.2 hours of accrued but not taken holidays). The claimant is responsible for paying any tax or National Insurance due.

6. The complaint of unauthorised deductions from wages with respect of sick pay is not well-founded and is dismissed.
7. The tribunal does not have jurisdiction to consider the claimant's claim for re-payment of a loan.

Employment Judge Klimov

21 December 2023

Sent to the parties on:

.21/12/2023

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For the Tribunals Office

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>