



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms D Agapidis

**Respondent:** Florin Bogdan trading as Malt & Hops R1  
Genius Lab Ltd R2

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. Neither respondent has filed a response. Based on the Claimant's description, his employer was R1 and, although the Claimant was paid via R2, R2 was not his employer.
2. The complaints against R2 are dismissed as it was not his employer.
3. The respondent R1 has made an unauthorised deduction from the claimant's wages and Florin Bogdan is ordered to pay the claimant the net sum of **£2400**. It was agreed that the Claimant would receive £200 per day net, and so if there is tax or national insurance payable, then Florin Bogdan must account to HMRC for that.
4. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£1200** (being 1 weeks net pay).
5. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£716** (and, to the extent, it at all, that there would have been PAYE deductions from a gross sum, so as to leave the Claimant with £716 net, R1 must account to HMRC for that).

**Employment Judge Quill**

Date: 2 March 2023

JUDGMENT SENT TO THE PARTIES ON

15<sup>th</sup> March 2023  
AND ENTERED IN THE REGISTER

GDJ  
FOR THE TRIBUNAL OFFICE