



EMPLOYMENT TRIBUNALS

Claimant: Michael Flett

Respondent: East End Liberal Club, Limited

Heard at: Newcastle Employment Tribunal

On: 18 October 2024

Before: Employment Judge L Robertson

Representation

Claimant: in person

Respondent: Mr J Burdis, company director

JUDGMENT

The judgment of the Tribunal is as follows:

Statutory Redundancy Payment

1. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a statutory redundancy payment of **£2,660.40**.

Wages

2. The complaint of unauthorised deductions from wages is well-founded. The respondent made a series of unauthorised deductions from the claimant's wages in the period 2 November 2023 to 3 February 2024.
3. The respondent shall pay the claimant **£384.28**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Holiday Pay

4. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.

5. The respondent shall pay the claimant **£3,251.60**. The claimant is responsible for paying any tax or National Insurance.

Notice pay: claim out of time

6. The claim for breach of contract in respect of notice pay was not presented within the applicable time limit. It was reasonably practicable to do so. The claim for breach of contract is therefore dismissed.

L Robertson

Employment Judge L Robertson

Date 10 November 2024

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/>