



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

**Respondent**

Denis Hyka

Out of Africa Investments Limited  
(In Voluntary Liquidation)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** London Central Employment Tribunal **ON** 22 February 2019

**EMPLOYMENT JUDGE Keith**

### Representation

**For the Claimant:** The claimant represented himself.

**For the Respondent:** The respondent did not attend and was not represented.

## JUDGMENT

**The judgment of the Tribunal is that:**

1. The claim of unfair dismissal is dismissed, on the basis that the claimant has insufficient qualifying service.
2. The respondent breached the claimant's contract of employment by failing to give him two weeks' notice of dismissal. The respondent is ordered to pay the claimant **£682.60**, net, without deduction of tax.
3. The respondent made unlawful deductions from the claimant's wages as set out below, which the respondent is ordered to pay to the claimant on net basis, without deduction of tax:

- a. in respect of his base net pay for the period from 1 to 30 July 2018, **£1,278.97**
  - b. in respect of his net July 'tronc' payment, **£200**
  - c. in respect of his net pay for 1 to 8 August 2018, including a tronc entitlement, **£341.30**
  - d. in respect of 4 days, or 0.9 weeks' accrued but untaken holiday, **£307.17.**
4. The total award (2 and 3) is therefore **£2,810.04** net, with no deduction for taxes.

Employment Judge Keith  
22 February 2019

Judgment sent to Parties on

13 March 2019

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**Note**

**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.**