



EMPLOYMENT TRIBUNALS

Claimant: Mr L Swann
Respondent: BPJ Limited
Heard at: Nottingham (via CVP)
On: 4 June 2021
Before: Employment Judge Smith (sitting alone)

Representation

For the Claimant: In person
For the Respondent: No attendance

JUDGMENT

1. This has been a remote hearing which has been not objected to by the parties. The form of remote hearing was V: video whether partly (someone physically in a hearing centre) or fully (all remote). A face to face hearing was not held it was not practicable and all issues could be determined in a remote hearing. The order made is described below.
2. The Claimant's claim for notice pay is dismissed.
3. It is declared that in failing to pay the Claimant any wages on 1 December 2020, for the period 5 to 23 November 2020, the Respondent has made an unauthorised deduction from the Claimant's wages. The Respondent is ordered to pay to the Claimant the gross sum of **£1,153.98**, representing 18 days' gross wages at the daily rate of £64.11.
4. It is declared that in failing to pay the Claimant his Statutory Sick Pay (SSP) entitlement on 1 December 2020, for the period 24 to 27 November 2020, the Respondent has made an unauthorised deduction from the Claimant's wages. The Respondent is ordered to pay to the Claimant the gross sum of **£41.08**, representing 3 days' SSP at the then-applicable weekly rate of £95.85.

5. The Respondent is ordered to pay to the Claimant damages for breach of contract assessed in the sum of **£108.35** in respect of the Claimant's accrued but untaken annual leave entitlement as at the date of termination.

Employment Judge Smith

Date: 4 June 2021

Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.