



EMPLOYMENT TRIBUNALS

Claimant: Mr R De Costa

Respondent: Bespoke Bathing Company Limited

Heard at: Birmingham via CVP On: 3/9/24

Before: Employment Judge Beck

Representation

Claimant: In Person

Respondent: Not present or represented

JUDGMENT

1. The claimant's complaint for unlawful deduction from wages relating to unpaid wages succeeds. The respondent is ordered to pay the claimant £5,192.28 gross.
2. The claimant's complaint for breach of contract in relation to notice pay succeeds. The respondent is ordered to pay the claimant £3,641.52 gross.
3. The claimant's complaint for breach of contract in relation to non-payment of expenses succeeds. The respondent is ordered to pay the claimant £834.84 gross.
4. The claimant's complaint for holiday pay is not well founded and is dismissed.

Employment Judge Beck

Date 3rd September 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-tribunals

Case number: 1304169/24

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/>