



EMPLOYMENT TRIBUNALS

Claimant: Mr Harerimana

Respondent: Cura Room Limited

Heard at: London Central Employment Tribunal by video

On: 23rd September 2024

Before: Employment Judge Hopton

Representation

Claimant: Represented himself

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair dismissal

1. The claimant has less than two years' service. The tribunal therefore does not have jurisdiction to hear his claim of unfair dismissal, which is dismissed.

Wages

2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 3 – 29 January 2024.
3. The respondent shall pay the claimant **£1501.50**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

4. The complaint of breach of contract in relation to notice pay is well-founded.

5. The respondent shall pay the claimant **£520** as damages for breach of contract. This figure has been calculated using gross pay. The claimant is responsible for the payment of any tax or National Insurance due.

Written Itemised Pay Statements

6. The respondent failed to give the claimant any written itemised pay statements as required by section 8 of the Employment Rights Act 1996.
7. The respondent made unnotified deductions totalling **£192.28** from the pay of the claimant in the 13 weeks prior to presentation of the claim form. The respondent shall therefore pay the claimant **£192.28** in respect of those deductions.

Total

8. The total sum the respondent must pay to the claimant is: **£2,213.78.**

Employment Judge Hopton

Date 23rd September 2024

JUDGMENT SENT TO THE PARTIES ON

26 September 2024

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FOR THE TRIBUNAL OFFICE