



EMPLOYMENT TRIBUNALS

Claimant: Mr J E Puerta Franco

Respondent: Harrow Hospitality Limited t/a Stay Restaurant

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the East London Employment Tribunals on 19 February 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£403.85** gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£673.07** gross.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£313.65** gross.
5. The respondent did not provide the claimant with a written statement of employment particulars. The claimant has succeeded with claims under Schedule 5 Employment Act 2002. Compensation is awarded equating to two weeks' pay. The respondent must pay the claimant **£1,346.14**.
6. The respondent must pay the claimant **£2,736.71** in total.
7. The Tribunal does not have jurisdiction to hear the claimant's claim for unfair dismissal because at the time his employment terminated he did not have two years'

Case Number: 3200407/2024

continuous service. The claimant's claim for unfair dismissal is dismissed.

**Employment Judge Park
20 September 2024**