



EMPLOYMENT TRIBUNALS

Claimant: Mr B Gosling
Respondent: Great Baddow and District Royal British Legion Club Limited

Heard at: East London Hearing Centre
On: 9 June 2017

Before: Employment Judge O'Brien

Representation

Claimant: Mr D Gosling, lay representative

Respondent: Mr Bellenie, director

JUDGMENT

It is the judgment of the Tribunal that:

1. The claimant was unfairly dismissed. The respondent is ordered to pay to the claimant the sum of £2,452, comprising a basic award of £420 and a compensatory award of £2,032.
2. The claimant was summarily dismissed in breach of contract. The respondent is ordered to pay to the claimant damages in the sum of £350 gross.
3. The respondent unlawfully failed to pay the claimant in lieu of accrued but untaken holiday pay, contrary to s13 of the Employment Rights Act 1996 and regulation 13(9) of the Working Time Regulations 1998. The respondent is ordered to pay to the claimant the sum of £218.62 gross.
4. The recoupment provisions do not apply to the Tribunal's award.

5. Pursuant to rules 75(1)(b), 76(4) and 78(1)(c) of the Employment Tribunals Rules of Procedure 2013, the respondent is ordered to pay to the claimant costs in the sum of £1,200 in respect of Tribunal fees.

Employment Judge O'Brien

09 June 2017

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.