



EMPLOYMENT TRIBUNALS

Claimant: Mr M Naylor

Respondent: Power EC Ltd

Heard at: Leeds Employment Tribunal (via CVP) **On:** 14th February 2022

Before: Employment Judge Flanagan (Sitting Alone)

Representation

Claimant: Mr Wood, Counsel.

Respondent: Not present or represented

JUDGMENT

1. The Respondent made an unlawful deduction from the Claimant's wages by failing to pay his salary from the 1st August 2021 until the 23rd September 2021. The Respondent shall pay the Claimant the sum of £2,507.02 in respect of the unlawful deductions from wages.
2. The Claimant was unfairly dismissed by the Respondent. The Respondent shall pay to the Claimant the sum of £11,399.81 in respect of the unfair dismissal (comprising a Basic Award of £6,923.16 and a compensatory award of £4,476.65).
3. The Claimant's claim for breach of contract is well founded. The Respondent shall pay to the Claimant the sum of £4,715.57 in respect of the breach of contract (comprising notice pay of £4,011.24 and unpaid pension contributions of £704.33).
4. The Claimant's claim for accrued but unpaid holiday pay under the Working Time Regulations 1998 is well founded. The Respondent shall pay the Claimant the sum of £2,024.89 in respect of holiday pay.

Employment Judge **Flanagan**

Date: 14th February 2022

Case No: 1805426/2021

JUDGMENT SENT TO THE PARTIES ON

Date: 21st February 2022