



EMPLOYMENT TRIBUNAL

Claimant: Mr. John Harlinson Ramos Hurtado

Respondent: Procured Property Ltd.

Hearing: Final Merits Hearing

Heard at: London Central ET (via video/CVP)

On: 1 March 2023

Before: Employment Judge Tinnion

Appearances: For Claimant: In person
For Respondent: No attendance or representation

JUDGMENT

1. The Claimant's first claim of unauthorised deductions from wages under s.13(1) of the Employment Rights Act 1996 in respect of the Respondent's failure to pay the Claimant's wages for the period 1-14 September 2022 is well-founded.
2. The Claimant's second claim of unauthorised deductions from wages under s.13(1) of the Employment Rights Act 1996 in respect of the Respondent's failure to pay the Claimant's wages for the 4 week notice period beginning on 15 September 2022 and ending on 12 October 2022 is well founded.
3. The Claimant's third claim of unauthorised deductions from wages under s.13(1) of the Employment Rights Act 1996 in respect of the Respondent's failure to pay the Claimant's wages regarding three £500 bonuses earned and due for work done in June 2022, July 2022 and August 2022 is well founded.
4. The Claimant's holiday pay claim under s.13(1) of the Employment Rights Act 1996 is not well founded and is dismissed.
5. The Respondent shall pay the Claimant the total sum of £4,961.28, broken down as follows:
 - a. first claim - £1,153.76 (2 weeks wages x £576.88 weekly net wage)
 - b. second claim - £2,307.52 (4 weeks wages x £576.88 weekly net wage)
 - c. third claim - £1,500 (3 x £500)

NOTE

1. Judgments are published online after a copy has been sent to the Claimant(s) and Respondent(s) in a case.
2. Reasons for the decisions in the Judgment having been given orally at the hearing, written reasons for those decisions will not be provided unless a request is made by either party at the hearing or within 14 days of the sending of the written record of the decision. If no such request is received, the Tribunal will provide written reasons for those decisions only if requested to do so by the Employment Appeal Tribunal or a court.

Signed (electronically): EJ Tinnion

Date of signature: 2 March 2023

Date sent to parties: 6th March 2023