



EMPLOYMENT TRIBUNALS

Claimant: Mr M Woodall

Respondent: Bibo Solutions LLP

Heard at: Birmingham (by CVP)

On: 4 October 2024

Before: Employment Judge Wright

REPRESENTATION:

Claimant: In person

Respondent: Mr J Chapman (Respondent CEO)

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of breach of contract is well founded. The respondent made an unauthorised deduction from the claimant's wages in failing to pay the Claimant his wages accrued between 1 January – 11 January 2024.
2. The respondent shall pay the claimant **£865.38**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£1,923.08** (4 weeks' wages) as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant **£94.95**. The claimant is responsible for paying any tax or National Insurance.

Employment Judge Wright
4 October 2024

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.