



EMPLOYMENT TRIBUNALS

Claimant: Nigel Langdale

Respondent: The Sandgate Hotel Folkestone Limited

Heard at: Remotely via CVP for London South Employment Tribunal

On: 5 and 22 March 2024

Before: Employment Judge L Robertson

Representation

Claimant: in person (other claimants in related claims, Jade Saunders and Lynda Hopkins, were also in attendance)

Respondent: Mr A Martin (legal representative), Goldmind Resourcing

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1-25 November 2024.
2. The respondent shall pay the claimant £1,780.82 (being the total of £783.56 and £997.26), 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 £1,139.68 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 failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
6. The respondent shall pay the claimant £660. The claimant is responsible for paying any tax or National Insurance.

Interest

7. The Tribunal does not have jurisdiction to award interest prior to the issue of the judgment in accordance with the Employment Tribunals (Interest) Order 1990.

Employment Judge L Robertson

Date signed: 30 March 2024

Notes

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.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>