



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr J Chandler
(2) Mr G Modestos

Respondents: (1) Kingdom of Sweets Limited
(2) Pick N Mix London Limited

Heard at: Liverpool (CVP) **On:** 27 November 2024

Before: Employment Judge Ainscough

Representation

Claimants: In person
Respondents: not in attendance

JUDGMENT

1. The claimants were employed by the second respondent. The claims against the first respondent are dismissed.
2. The claim for unlawful deduction from wages in accordance with section 13 of the Employment Rights Act 1996 is successful. The second respondent is ordered to pay the first claimant **£7166.67 gross**.
3. The first claimant's claim for notice pay is unsuccessful and is dismissed.
4. The claim for breach of contract in accordance with the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 is successful. The second respondent is ordered to pay the first claimant **£6000**.
5. The claim for unlawful deduction from wages in accordance with section 13 of the Employment Rights Act 1996 is successful. The second respondent is ordered to pay the second claimant **£3750 gross**.
6. The second claimant's claim for notice pay is unsuccessful and is dismissed.
7. The claim for constructive unfair dismissal is successful. The second

respondent is ordered to pay the second claimant a Basic Award of **£6751.50** and a Compensatory Award of **£45,000**.

8. The claim for breach of contract in accordance with the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 is successful. The second respondent is ordered to pay the second claimant **£25,000**.

Employment Judge Ainscough

Date: 2 December 2024

JUDGMENT SENT TO THE PARTIES ON

9 December 2024

FOR THE TRIBUNAL OFFICE

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2401398/2024, 2401399/2024**

Name of cases: **Mr J Chandler** v **1. Kingdom of Sweets Ltd**
Mr G Modestos v **2. Pick N Mix London Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 9 December 2024

the calculation day in this case is: 10 December 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office