



EMPLOYMENT TRIBUNALS

Claimant: Miss L Kamran

Respondent: Hot Leadz Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,166.88** (unpaid wages 1 - 15 May 2024).
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£480.48** (1 week's statutory notice pay). This 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".
3. No award is made in respect of holiday pay as the claimant has not provided any information about the sums owed.
4. Consequently, the respondent must pay the claimant the total gross sum of **£1,647.36**.

Employment Judge Phil Allen

Date: 7 October 2024

JUDGMENT SENT TO THE PARTIES ON

15 October 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2403514/2024**

Name of case: **Miss L Kamran** v **Hot Leadz 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: 15 October 2024

the calculation day in this case is: 16 October 2024

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

For the Employment Tribunal Office