



EMPLOYMENT TRIBUNALS

Claimant: Mr Abubakar Boyi
Respondent: Convedo Digital Experts Ltd
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 12 January 2024
Before: Employment Judge H Travers

Representation

For the Claimant: The claimant attended in person and was not represented
For the Respondent: The respondent did not attend and was not represented

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

1. The claim for a redundancy payment is dismissed.
2. The claim for holiday pay is dismissed upon withdrawal.
3. It is declared that the respondent has made unauthorised deductions from the claimant's wages.
 - 3.1 The respondent is ordered to pay the claimant **£14,853** in respect of the unauthorised deduction of wages. The £14,853 has been calculated gross of tax and national insurance.
4. The calculation of the unauthorised deduction of wages has been made on the following basis:

Unpaid wages for the months of May and June 2023 and the first week of July 2023
= (2 x 2916) + £673 = £6,505 less £400 paid = £6,105.

PLUS Three months unpaid wages from commencement of notice period on 06 July 2023 until 05 October 2023 = (3 x 2916) = £8,748.

TOTAL unauthorised deduction from wages = (£6,505 + £8,748) = £14,853.

Employment Judge H Travers

16 January 2024

Note

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

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>