



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Anand Kumar

Out of Africa Investments Limited
(In Voluntary Liquidation)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT London Central Employment Tribunal **ON** 20 February 2019

EMPLOYMENT JUDGE Keith

Representation

For the Claimant: The claimant represented himself.

For the Respondent: The respondent did not attend and was not represented.

JUDGMENT

The judgment of the Tribunal is that:

1. The respondent breached the claimant's contract of employment by dismissing him without giving him 1 month's notice. The respondent is ordered to pay the claimant **£2,443.49** net, without deduction of tax.
2. The respondent made unlawful deductions from the claimant's wages as set out below, which the respondent is ordered to pay to the claimant on a net basis, without deduction of tax:
 - a. in respect of his pay for the period from 1 July to 7 August 2018; 5 weeks' net pay (including an average 'tronc' payment) of **£2,819.40**;
 - b. in respect of 10 days, or 2 weeks' accrued but untaken holiday, of

£1,127.76, again net.

3. The total award (1 and 2a and b) is therefore **£6,390.65** net, with no deduction for taxes.

Employment Judge Keith
20 February 2019

Judgment sent to Parties on

13 March 2019

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.