



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr G Vincent

-v-

DAPV Limited trading as Boulevard Online

FINAL MERITS HEARING

(CONDUCTED REMOTELY IN PUBLIC VIA THE CLOUD VIDEO PLATFORM)

Heard at: **Birmingham**

On: **27 September 2024**

Before: **Employment Judge Perry** (sitting alone)

Appearances

For the Claimant:

in person

For the Respondent:

Miss R Morgan (counsel)

JUDGMENT

BY AGREEMENT

1. The respondent made the following unlawful deductions from the claimant's wages. Pursuant to Part II of the Employment Rights Act 1996 the respondent is ordered to pay to the claimant:-
 - Wages (for the period 1 January to 16 February 2024): £3,200.00 gross
 - Statutory guarantee payments: £190.00
 - Travel expenses: £31.50

IN RELATION TO THE DISPUTED COMPLAINTS I DETERMINED AS FOLLOWS:-

2. Having neither resigned nor having been dismissed the claimant remains an employee. Accordingly, the tribunal does not currently have jurisdiction to hear his claim for notice pay or holiday pay payable on termination of employment. The claimant has not currently sought to claim for holiday leave taken for which he has not been paid. No determination is therefore made on that potential complaint.
3. The claimant was not made redundant. Accordingly, the Tribunal does not currently have jurisdiction to hear his claim for a redundancy payment.
4. The claimant withdrew his claim to be compensated for stress. The tribunal in any event does not have jurisdiction to hear that complaint on the basis of the complaints raised before it.
5. The claimant has not evidenced any financial loss sustained by him attributable to the matter complained of before me (wages from 1 January to 16 February 2024 inclusive, and the guarantee payment and expenses awarded). No award is made pursuant to s.24(2) Employment Rights Act 1996 in relation to those complaints.



Case Number: 1304970/2024

6. The claimant was provided with terms of his employment pursuant to s.1 Employment Rights Act 1996. That complaint fails.

Employment Judge Perry
Dated: 27 September 2024