



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Maguire

**Respondents:** Entire Facilities Management Limited (in administration) (1)  
Alkota Group Limited (2)

**Heard at:** Leicester (by CVP)

**On:** 10 October 2024

**Before:** Employment Judge Welch

## REPRESENTATION:

**Claimant:** In person  
**First Respondent:** No attendance  
**Second Respondent:** No attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

## Claims against the second respondent

1. The claims against the second respondent are dismissed.

## Claims against the first respondent

### Wages

2. The complaint of unauthorised deductions from wages against the first respondent is well-founded. The first respondent made an unauthorised deduction from the claimant's wages in the period 7 to 14 July 2023.
3. The first respondent shall pay the claimant **£1,500.00** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

### Notice Pay

4. The complaint of breach of contract in relation to notice pay against the first respondent is well-founded.

5. The first respondent shall pay the claimant **£19,500.00** as damages for breach of contract. This figure 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.

**Unfair Dismissal**

6. The complaint of unfair dismissal is well-founded against the first respondent. The claimant was unfairly dismissed.
7. The first respondent shall pay the claimant the following sums:
  - (a) A basic award of **£2,250.50**.
  - (b) A compensatory award of **£500.00**.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

8. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

**Employment Judge Welch**  
**10 October 2024**

Judgment sent to the parties on:

...10 October 2024.....

For the Tribunal:

.....

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.