



# EMPLOYMENT TRIBUNALS

**Claimant:** Adrian Oakley  
**Respondent:** Walther Environmental Ltd

**THE TIME** for presenting a response having expired and no valid response having been presented, and on the basis of the information before the Employment Judge

## JUDGMENT

1. The claims of failure to pay a redundancy payment, breach of contract by failure to pay notice pay, unlawful deductions from wages and of failure to pay holiday accrued but not paid on termination succeed.
2. The Respondent is ordered to pay to the Claimant the following sums:
  - (i) A redundancy payment of £9,101 calculated on 13 year continuous service, aged 53 on effective date of termination and a gross weekly wage of £575 (capped at £479).
  - (ii) statutory notice of 12 weeks pay in the gross sum of 6,900.
  - (iii) 3 weeks wages at 575 gross a week in the sum of £1,725.
  - (iv) 7 days holiday accrued at £115 a day gross in the sum of 805.
3. The Respondent is further ordered to pay the issue fee of £160.
4. Any tax and national insurance payable on the sums set out at 2 (i), (ii), & (iii) above lies with the Claimant.
5. The Hearing listed for March 13 2017 is cancelled.

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Employment Judge Gilbert

20 February 2017