



EMPLOYMENT TRIBUNALS

Claimant: Mr A Coombs

Respondent: Arthur Thomas t/a Mad Workshop

Heard at: Bristol **On:** 8 & 9 November 2018

Before: Employment Judge Mulvaney

Representation

Claimant: In person

Respondent: Mr S Crawford, Counsel

JUDGMENT

The claimant's claim for a redundancy payment did not succeed. The claimant's claims for unfair dismissal, breach of contract and holiday pay succeeded. The claimant was awarded the total sum of £9,904.38 calculated as follows:

Unfair Dismissal

Basic award

(based on average weekly pay in 12-week period ending 18/10/17 and on claimant's age and 15 years' employment (£307 x 19.5))	£5,986.50
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Compensatory award

Loss of earnings (Extinguished by earnings from alternative employment)	£0
Loss of statutory rights	£ 500.00

Breach of contract

12 weeks net pay (set off against earnings during the notice period)	£0
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Failure to provide statement of terms of employment

(4 weeks @ £307)	£1,228.00
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Holiday pay

For the period 1/1/16 – 31/12/16	£1,800.00
For the period 1/1/17 – 18/10/17 (taking a/c of £912.96 paid)	<u>£ 389.88</u>
<u>Total award</u>	<u>£9,904.38</u>

Employment Judge Mulvaney

Date: 9 November 2018

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the decision 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.