



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Spencer

**Respondent:** Tollie Transmissions Ltd

**Heard at:** Leeds **On:** 2 January 2019

**Before:** Employment Judge Keevash

**Representation**

Claimant: In person

Respondent: Not present and not represented

## JUDGMENT

1 The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £2,032.00

2 The Tribunal can consider the complaints of breach of contract, unauthorised deduction from pay and failure to pay accrued holiday pay. The Claim Form was presented out of time in circumstances where it was not reasonably practicable to have presented it in time and it was presented within such further time as the Employment Judge considered reasonable.

3 The complaint of breach of contract (notice pay) succeeds. The Respondent is ordered to pay to the Claimant damages in the net sum of £875.52.

4 The complaint of unauthorised deduction from pay succeeds. The Respondent is ordered to pay to the Claimant compensation in the net sum of £1,800.00.

5 The complaint of failure to pay accrued holiday pay succeeds. The Respondent is ordered to pay to the Claimant compensation in the net sum of £913.88.

6 The Respondent failed to give the Claimant a written statement of initial employment particulars. It is ordered to pay to the Claimant the net sum of

£1,661.52 under the provisions of section 38 of the Employment Act 2002.

Employment Judge **Keevash**

3 January 2019

Date \_\_\_\_\_

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.