



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Haynes

**Respondents:** (1) Specialized Group (Kent) Limited  
(2) Met Erect Limited

**Heard at:** Ashford

**On:** 5 July 2018

**Before:** Employment Judge Pritchard

**Representation**

**Claimant:** In person

**Respondent:** No appearance

## JUDGMENT

- 1 The Second Respondent is dismissed from proceedings.
- 2 The First Respondent unfairly dismissed the Claimant and is ordered to pay the Claimant compensation in the sum of £17,338.50.
- 3 The First Respondent breached the Claimant's contract of employment by failing to give notice or make a payment in lieu and the First Respondent is ordered to pay damages to the Claimant in the sum of £6,379.00 net.
- 4 The First Respondent breached the Claimant's contract of employment by failing to pay/reimburse the Claimant for expenses incurred and the First Respondent is ordered to pay the Claimant the sum of £2,799.84
- 5 The First Respondent made unlawful deductions from the Claimant's wages and the First Respondent is ordered to pay the Claimant the sum of £1,779.31 net.
- 6 The First Respondent failed to compensate the Claimant for accrued but untaken holiday on the termination of his employment and the First Respondent is ordered to pay the Claimant the sum of £3,835.21 gross.

The total award is £32,131.86

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Employment Judge Pritchard

Date 5 July 2018

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.