



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Brooke  
**Respondents:** (1) Mosaic Community Care Group Ltd.  
(2) Mosaic Community Care  
(3) Alder Health Care Group  
(4) The Alder Health Care Group Limited  
(5) The Mosaic Care Group

## AT A HEARING

**Heard at:** Leeds                      **On:** 25<sup>th</sup> April 2019  
**Before:** Employment Judge Lancaster

### Representation

**Claimant:** In person  
**Respondents:** No appearances entered and did not attend

## JUDGMENT

1. The claim against the Fourth Respondent, The Alder Health Care Group Limited, succeeds.
2. The claims against all other Respondents are stayed.
3. The Claimant was dismissed by the Fourth Respondent on 20<sup>th</sup> February 2019 by reason of redundancy and is entitled to a statutory redundancy payment, calculated as follows:

For 18 years continuous employment when not below the age of 41, 18 x 1½ week's pay

For 1 year's continuous employment when below the age of 41, 1 week's pay

28 weeks pay @ £223.25 gross (£2902.25 for the last 3 months pay x 4/52) £6251.00

4. The Claimant was wrongfully dismissed and the Fourth Respondent is ordered to pay to him damages for breach of contract calculated as 12 weeks pay in lieu of notice, £2679.00 gross
5. The Fourth Respondent has made unauthorised deductions from the Claimant's wages and is ordered to pay him compensation, calculated as follows:

Wages owing for November 2018 and unpaid on 10<sup>th</sup> December 2018, 70 ½ hours @ £13.00 per hour, £916.00 gross

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Wages and holiday pay owing from 1<sup>st</sup> December 2018 to 20<sup>th</sup> February 2019 (82/365 days @ £116999 per annum), £2638.27 gross

6. The Fourth Respondent has failed to pay for accrued holiday owing at the date of termination (51/365 days @ 28 days per annum less 1 day (New Year's Day bank holiday) taken) 2.91 days due, £129.93 gross.
7. The total sum which the Fourth Respondent is therefore ordered to pay to the Claimant is £12604.20

EMPLOYMENT JUDGE LANCASTER

DATE 25<sup>th</sup> April 2019

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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