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# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L McAdams  
**Respondent:** Kiely Skip Hire Ltd  
**Heard at:** Birmingham **On:** 17 April 2019  
**Before:** Employment Judge Britton  
**Representation**  
**Claimant:** In person  
**Respondent:** No attendance

## JUDGMENT

- 1 The claimant was unfairly dismissed and the claimant's claim for damages for breach of contract succeeds.
- 2 The respondent is ordered to pay the claimant compensation for unfair dismissal of £6,385 comprising a basic award of £2,160 and a compensatory award of £4,225
- 3 The recoupment regulations do not apply.
- 4 The respondent is ordered to pay the claimant damages for breach of contract (5 weeks' notice pay) in the sum of £1,800. The respondent failed to provide the claimant with an initial statement of employment particulars and it is therefore ordered to pay the claimant 4 weeks' pay in the sum of £1,440.
- 5 It is declared that the respondent failed to give the claimant itemised pay statements. No order is made requiring the respondent to make payment of unnotified deductions from the claimant's pay.
- 6 The total sum which the respondent is Ordered to pay to the claimant inclusive of all claims as set out above is £9,625.

**Employment Judge Britton**  
**25 April 2019**