



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr D Anstee

and

Respondent
Arrow Precision Limited
(No response entered)

Hearing held at Reading on: 18 April 2019

Appearances:

For the Claimant:

In person

For the Respondent:

Did not attend and not represented

Employment Judge:

Mr SG Vowles

JUDGMENT

Name of Respondent

1. The correct name of the Respondent is Arrow Precision Limited and the title to the proceedings is amended accordingly.

Evidence

2. The Tribunal heard evidence on oath from the Claimant and read documents provided by him.

Redundancy Payment - section 135 Employment Rights Act 1996

3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £3,375.
(10 years x 1.5 x £225)

Unauthorised Deduction from Wages - section 13 Employment Rights Act 1996

4. The Claimant was owed wages and is awarded £1,350 in compensation.
(6 weeks x £225)

Unpaid Holiday Pay – regulation 30 Working Time Regulations 1998

5. The Claimant was owed holiday pay and is awarded £900 in compensation.
(12 days x £75)

Notice Pay – section 86 Employment Rights Act 1996

- 6. The Claimant was owed notice pay and is awarded £450 in compensation. (2 weeks x £225)

Unfair Dismissal - section 98 Employment Rights Act 1996

- 7. The Claimant was unfairly dismissed but no compensation is awarded. The basic award is reduced to nil by the redundancy payment. The Claimant would have been dismissed in any event. No loss was suffered as a result of the unfair dismissal and the compensatory award is nil.

Total Award

- 8. The total award is **£6,075** and the Respondent is ordered to pay this sum to the Claimant.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

- 9. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Public Access to Employment Tribunal Judgments

- 10. The parties are informed that all judgments and reasons for judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and Respondent.

Employment Judge Vowles

Date: ...18 April 2019

Sent to the parties on:

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For the Tribunals Office