



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Fox

**Respondent:** Linx Logistics Ltd

**Heard at:** Nottingham Tribunals Hearing Centre, 50 Carrington Street,  
Nottingham, NG2 1FG

**On:** 20-21 November 2019

**Before:** Employment Judge Adkinson sitting with Mrs B Tidd and Mr  
K Libetta

## Appearances

**For the claimant:** In person

**For the respondent:** Mrs E Palermo, lay representative

## JUDGMENT

After hearing evidence in the case and representations from the parties, the Tribunal unanimously concludes that

1. The claimant's claim for automatic unfair dismissal is well-founded (Employment Rights Act 1996 s.103A) and succeeds;
2. The claimant's claim for failure to pay outstanding holiday pay on termination of employment (Working Time Regulations 1998 regulations 14 and 30) is dismissed;
3. The claimant was wrongfully dismissed and so claimant's claim for notice pay succeeds;
4. The claimant's claim for unlawful deduction from wages (Employment Rights Act 1996 Part II) is adjourned to be considered at a further hearing.
5. There will be a further hearing to determine the remedy to which the claimant is entitled.

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Employment Judge Adkinson

Date: 21 November 2019

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

**Notes**

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.

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