



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Charlesworth

**Respondent:** Matthew Spencer, trading as Metalmania

## FINAL HEARING

**Heard at:** Nottingham

**On:** 20 December 2019

**Before:** Employment Judge Camp (sitting alone)

### Appearances

For the claimant: in person

For the respondent: no appearance

## JUDGMENT

- (1) The claimant has permission to amend his claim to change his claim for notice pay for the period from 29 July to 4 August 2019 into a claim for wages for that period.
- (2) The respondent made unauthorised deductions from the claimant's wages and must pay him the amount of those deductions: £246.30 (gross)
- (3) The respondent dismissed the claimant by reason of redundancy and must pay the claimant a redundancy payment of £3940.80
- (4) The respondent dismissed the claimant in breach of contract by failing to give adequate notice of dismissal and must pay the claimant the sum of £246.30 (gross) in damages.
- (5) The respondent must also pay the claimant a further sum of £211.81 as compensation for accrued but untaken holiday under the Working Time Regulations 1998. It is noted that when giving judgment, the figure specified was £246.30. This was a mistake - £211.81 is the amount being claimed, which is 4.3 days' pay.
- (6) The total sum the respondent must pay the claimant is: **£4695.21**



- (7) This Judgment was made and took effect on 20 December 2019.
- (8) Reasons for the Judgment were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Employment Judge Camp

20 December 2019

SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE