



EMPLOYMENT TRIBUNALS

Claimant: Mr G Burns

Respondent: Defence Submersibles International Limited

HELD AT: Middlesbrough

ON: 13 November 2019

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is:

1. The claimant is entitled to a redundancy payment.
2. The claimant's complaint that the respondent breached his contract of employment by terminating it without notice is well founded.
3. The claimant's complaint that the respondent made deductions from his wages in contravention of section 13 of the Employment Rights Act 1996 by failing to pay sick pay is well founded.
4. The claimant's complaint that the respondent failed to pay to him holiday pay due under regulation 14 of the Working Time Regulations 1998 is well founded.
5. The respondent must pay to the claimant the following amounts:-
 - a. £1200 as a statutory redundancy payment

- b. £800, as damages for breach of contract
- c. £243.05, being the amount deducted from the claimant's wages in contravention of section 13 of the Employment Rights Act 1996
- d. £840, being the amount remaining due to the claimant under regulation 14 of the Working Time Regulations 1998 in respect of holiday.

Employment Judge Aspden

Date 14 November 2019

Note

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.