



EMPLOYMENT TRIBUNAL

BETWEEN

Claimant: Mr M Reade
Respondent: Automatic Fire Suppression Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Manchester on 9 October 2019
EMPLOYMENT JUDGE Warren

Representation:

First claimant - in person

Respondent - did not attend and no response received. Rule 21 Employment tribunals applies

JUDGMENT

The Judgement of the Tribunal is that:-

1. The claimant has insufficient service to claim redundancy and this claim is dismissed.
2. There was an unlawful deduction from wages in March 2019 and the respondent is ordered to pay the claimant the sum of five thousand four hundred and sixteen pounds (gross).
3. The claimant had accrued 10 days of untaken and unpaid leave and the respondent is ordered to pay him compensation in the sum of two thousand five hundred pounds.
4. In breach of contract the respondent failed to give the claimant notice of 2 months or pay in lieu. The claimant mitigated his loss and was out of work for 2 weeks. The respondent is ordered to compensate him in the sum of

two thousand five hundred pounds.

5. In breach of contract the respondent failed to pay the claimant's outstanding business expenses amounting to fifty five pounds and is ordered to pay compensation in that sum.
6. In breach of contract the respondent failed to make pension contributions of 3% over 9 months. The respondent is ordered to pay compensation in the sum of one thousand four hundred and sixty three pounds.
7. The total award due and payable to the claimant from the respondent is thus eleven thousand nine hundred and thirty four pounds.
8. The claimant is responsible for ensuring that statutory payments are met as required.

Employment Judge Warren

Signed on 16 January 2020

Oral reasons having been given at the Hearing, written reasons may be requested within 14 days

Judgment sent to Parties on

21 January 2020



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2404963/2019**

Name of case: **Mr M Reade** v **Automatic Fire
Suppression Ltd**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **21 January 2020**

"the calculation day" is: **22 January 2020**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office