



EMPLOYMENT TRIBUNALS

Claimant: Mr P Jackson

Respondent: Process Automation (Europe) Limited

Heard at: Birmingham **On:** 20 January 2020

Before: Employment Judge Hindmarch

Representation

Claimant: Mr T Jackson (Claimant's Son)

Respondent: Non Attendance

JUDGMENT

1. The complaint of failure to pay accrued but untaken holiday pay is well founded and the sum of £2991.58 is awarded
2. The complaint of failure to pay the full statutory redundancy payment is well founded and the sum of £762 is awarded.
3. The complaint of unlawful deductions from wages is well founded and the sums of £17846.14 in respect of deducted employer national insurance contributions and £15657.19 in respect of deducted employer pension contributions are awarded.
4. The complaint of breach of contract in respect of unpaid commission and bonus payments is well founded and the sum of £25000 is awarded after applying the cap
5. All of the sums above are uplifted by 12.5 percent on account of the Respondents unreasonable failure to comply with the ACAS Code of Practice and under s207A Trade Union and Labour (Consolidation) Act 1992 and an award of £4657.11 is made. (NB the sum at 4 above attracts the uplift but the cap of £25000 applies)

Employment Judge Hindmarch
Date 20 January 2020