



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Piper

**Respondent:** Old White Horse Pontneddfechan Limited

**Heard at:** Swansea **On:** 23 January 2020

**Before:** Employment Judge R L Brace

**Representation:**  
Claimant: In person  
Respondent: Did not attend

## JUDGMENT

1. In breach of contract, the respondent failed to give the claimant notice of the termination of his employment or make a payment in lieu thereof. The respondent is therefore ordered to pay the claimant damages in the sum of 1 week's net pay x **£340.21**.
2. In breach of Section 13(1) of the Employment Rights Act 1996, the respondent deducted from the claimant's wages, without his authorisation,
  - a. £40.21 in respect of week commencing 12 August 2019
  - b. £113.61 in respect of week commencing 19 August 2019; and
  - c. £425.25 in respect of week commencing 26 August 2019

It is ordered to pay him the sum of **£579.07** in this regard.

The total amount the respondent must pay to the claimant is therefore **£919.28**. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded at paragraph 2 above.

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Employment Judge R Brace  
Dated: 13 January 2020

JUDGMENT SENT TO THE PARTIES ON 24/1/20

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.