



EMPLOYMENT TRIBUNALS

Claimant: Mr D A Wilson

Respondent: Church Homes Ltd

Heard at: Cardiff **On:** 5 February 2020

Before: Employment Judge Harfield (sitting alone)

Representation:
Claimant: Mr Edwards (Counsel)
Respondent: Did not attend

JUDGMENT

1. The respondent indicated in its response form that it did not defend the claim. The tribunal staff telephoned the respondent on the 4 February 2020 to check they had received notification of the change of venue for this hearing. The respondent confirmed in that call that they were not intending to attend today. In accordance with rule 47 I decided to proceed in the absence of the respondent.
2. My judgment is:
 - (a) The complaint of failure to pay a statutory redundancy payment is well founded and I award the sum of **£4860.00**;
 - (b) The claimant fully mitigated his loss in respect of his notice pay claim and therefore no award is made and that complaint is dismissed;
 - (c) The complaint of breach of contract for failure to pay wages due is well founded and I award the gross sum of **£2160.00**;
 - (d) The complaint of breach of contract for failure to pay outstanding holiday pay is well founded and I award the gross sum of **£1080.00**

3. Other than the statutory redundancy payment the sums are awarded on a gross basis and the claimant will be responsible for payments of any tax and employee national insurance contributions due.

Employment Judge Harfield
Dated: 5 February 2020

JUDGMENT SENT TO THE PARTIES ON 6 February 2020

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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.