



EMPLOYMENT TRIBUNALS

Claimant: Mr P Read

Respondent: S K Wright Building Contractors Limited

Heard at: Watford (in person) **On:** 14 February 2020

Before: Employment Judge Daniels (sitting alone)

Appearances:

For the claimant: in person

For the respondent: in person

JUDGMENT

1 The claimant was dismissed by the employer under s95 ERA 1996 on 27 December 2018. The dismissal was by reason of redundancy. The claimant is entitled to a redundancy payment.

2 The claimant was dismissed by the employer in breach of the duty to give notice under his contract and/or under s86 ERA1996.

3 The respondent breached s1 ERA 1996 by failing to give the claimant a statement of employment particulars within 8 weeks of commencement of employment (in breach of s38 EA 2002).

REMEDY

1 The claimant is awarded a redundancy payment from the respondent of £1524 (to be paid without deductions).

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2 The claimant is not entitled to an award for loss of notice pay (as he fully mitigated his loss).

3 The claimant is awarded 3 weeks' pay for breach of s1 ERA 1996 and s38 EA 2002 in the sum of £1740.

4 The Recoupment Regulations do not apply.

Note: interest will ordinarily accrue on these awards if payment is not made within 42 days.

Employment Judge Daniels

Date: 14 February 2020

ORDER SENT TO THE PARTIES ON

17/02/2020...

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FOR THE TRIBUNAL OFFICE