



EMPLOYMENT TRIBUNALS

Claimant: Mr N Carter

Respondents: (1) Home Build Centre (West Wickham) Limited
(2) Home Build Centre (Bromley) Limited
(3) Dharmendra Bhatia

Heard at: Ashford

On: 18 July 2019

Before: Employment Judge Pritchard

Representation

Claimant: Mr P Tomison, counsel
 First Respondent: No appearance
 Second Respondent: No appearance
 Third Respondent: Mr S Rahman, Mackenzie Friend

JUDGMENT

- 1 The Second and Third Respondents are dismissed from proceedings.
- 2 The Claimant's claim for unfair dismissal is well-founded. The First Respondent is ordered to pay compensation to the Claimant as follows:

Basic Award:		nil
Compensatory award:	2 weeks' net wages	£ 247.50
	Loss of statutory rights	<u>£ 500.00</u>
		£ 747.50

- 3 The Claimant is entitled to a statutory redundancy payment. The First Respondent is ordered to pay to the Claimant the sum of: **£ 455.63**
- 4 The First Respondent breached the terms of the Claimant's employment contract by failing to give notice as incorporated into his contract by section 86 of the Employment Rights Act 1996. The First Respondent is ordered to pay to the Claimant, without deductions, the sum of: **£ 247.50**
- 5 The First Respondent failed to provide the Claimant with a written statement of employment particulars and the First Respondent is ordered to pay to the Claimant 4 weeks' pay in the sum of: **£ 607.50**

- 6 The First Respondent failed to provide the Claimant with itemised payslips.
- 7 The Claimant's claim for holiday pay is dismissed.

Notes

Written reasons

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment Judge Pritchard

Date: 18 July 2019