



EMPLOYMENT TRIBUNALS

Claimant: Mr S Stanley

Respondent: Screamer Telecoms UK Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham **On:** 4 March 2020

Before: Employment Judge Connolly (sitting alone)

Appearances

For the claimant: In person

For the respondent: No attendance and no representation

JUDGMENT

In light of the claimant and respondents' non-attendance, the respondent's failure to present a response to the claim and having considered all relevant information in the Tribunal's possession in accordance with rule 47 of the Employment Tribunal Rules of Procedure 2013,

The Judgment of the Tribunal is that:

1. The claimant's claim for a redundancy payment succeeds.
2. The respondent breached the claimant's contract of employment by failing to pay the claimant notice pay. The claimant's claim for damages for breach of contract succeeds.
3. The respondent made unauthorised deductions from the claimant's wages by failing to pay the claimant holiday accrued but not taken at the date of termination of employment.
4. The respondent is ordered to pay to the claimant £32,000.16. The said sum has been calculated gross and should be paid subject to the deduction of properly payable tax and/or national insurance, if any. The said sum comprises the following:
 - 4.1 a redundancy payment of £13,650.00
 - 4.2 £14,025.60 damages for failure to pay the claimant notice pay;
 - 4.3 £4,324.56 in respect of the failure to pay accrued holiday.
5. The Recoupment Regulations do not apply.

Employment Judge Connolly

Signed on 4 March 2020

Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.