



EMPLOYMENT TRIBUNALS

Claimant: Richard Franco-Robinson

Respondent: The Foster Partnership Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Respondent has not presented a response within the stipulated time and judgment is given in default.
2. The Claimant was unfairly dismissed by reason of redundancy and is entitled to a redundancy payment in the sum of **£2,000**
3. The Claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the Claimant in the sum of **£2,000**
4. Respondent failed to comply with collective redundancy procedures and the Claimant is entitled to a protective award. The Respondent shall pay the Claimant **£9,000.00** (90 days' pay)
5. The Respondent shall pay the Claimant **£1,000** loss of statutory rights (two weeks' pay)
6. The Respondent made unauthorised deductions from wages and shall pay to the Claimant **£1,700.00**
7. The Claimant is entitled to unpaid holiday accrued at the effective date of termination and the Respondent shall pay to the Claimant **£1,540.00**
8. **The total award to be paid by the Respondent to the Claimant is £17,240.00**

Employment Judge Martin
Date: 22 April 2020

