



# EMPLOYMENT TRIBUNALS

**Claimant:** Luke Humphries

**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 **£1,050.00**
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 **£1,050.00**
4. Respondent failed to comply with collective redundancy procedures and the Claimant is entitled to a protective award. The Respondent shall pay the Claimant **£9,593.10** (90 days' pay)
5. The Respondent shall pay the Claimant **£1,050.00** loss of statutory rights (two weeks' pay)
6. The Respondent made unauthorised deductions from wages and shall pay to the Claimant **£1,941.48**
7. The Claimant is entitled to unpaid holiday accrued at the effective date of termination and the Respondent shall pay to the Claimant **£1,854.67**
8. **The total award to be paid by the Respondent to the Claimant is £16,539.25**

Employment Judge Martin

Date: 22 April 2020

