



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Ford

**Respondent:** Church Homes Ltd

**Heard at:** Cardiff **On:** 5 February 2020

**Before:** Employment Judge Harfield (sitting alone)

**Representation:**  
Claimant: Mr Edwards (Counsel)  
Respondent: Did not attend

## JUDGMENT

1. The respondent indicated in its response form that it did not defend the claim. The tribunal staff telephoned the respondent on the 4 February 2020 to check they had received notification of the change of venue for this hearing. The respondent confirmed in that call that they were not intending to attend today. In accordance with rule 47 I decided to proceed in the absence of the respondent.
2. My judgment is:
  - (a) The complaint of failure to pay a statutory redundancy payment is well founded and I award the sum of **£13,387.50**.
  - (b) The complaint of failure to pay notice pay is well founded and after deductions for mitigation I award the gross sum of **£600.00**.
  - (c) The complaint of breach of contract for failure to pay wages due is well founded and I award the gross sum of **£3314.65**.
3. Other than the statutory redundancy payment the sums are awarded on a gross basis and the claimant will be responsible for payments of any tax and employee national insurance contributions due.

---

Employment Judge Harfield

Dated: 5 February 2020

5 February 2020

JUDGMENT SENT TO THE PARTIES ON ~~1602242/2019~~

.....  
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.