



EMPLOYMENT TRIBUNALS

Claimant: Simon Wyatt
Respondent: The Welding Supplier Limited
T/A Black Bull Engineering

Heard at: Bristol Employment Tribunal **On:** 29 and 30 June 2020

Before: Employment Judge J Bax

Representation

Claimant: Mr Jackson (Counsel)
Respondent: Mr Henry (Consultant)

JUDGMENT

1. The claim of for unlawful deductions from wages is dismissed.
2. The Claimant succeeds in his holiday pay claim.
3. The Respondent automatically unfairly dismissed the Claimant.
4. The Respondent, in breach of contract, dismissed the Claimant without giving notice.

REMEDY

1. The Respondent is ordered to pay the Claimant the gross sum of £102 in respect of his holiday pay claim.
2. The Respondent is ordered to pay the Claimant the sum of £4,847.50 in respect of his claim of automatically unfair dismissal.

The automatically unfair dismissal claim is broken down as follows:

| | |
|-------------------------------------------------------------|-----------|
| Basic Award | £1,530 |
| Compensatory Award | |
| Loss of earnings/ loss of pension contribution / notice pay | £2,817.50 |
| Loss of statutory rights | £500 |

3. The Claimant was entitled to 2 weeks' notice pay in the sum of £808, for which no additional award was made, the notice pay having been included in the compensatory award for unfair dismissal.

Employment Judge J Bax

Date: 30 June 2020

.....

Note

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.