



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Hepworth

**Respondent:** Bextec IT Design Services Limited

Introduction: the respondent having presented a response but the sums claimed below being accepted as owing and therefore undefended:

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of £2059.52 representing his unpaid February wages and pension contribution.
2. The claimant's breach of contract complaint succeeds and the respondent shall pay to him gross damages of £538.46 (notice pay).
3. The respondent has failed to pay the claimant's holiday entitlement on termination and is ordered to pay the claimant the sum of £569.24.
4. The claimant's further claims of £143.96 (breach of contract concerning past pension contributions) and a redundancy payment will stand dismissed unless by no later than 4pm on 6 August 2020 the claimant writes to the Tribunal and the respondent's representative and explains:
  - a. The basis of entitlement to a statutory redundancy payment when he was employed for less than two years;
  - b. The evidential basis for suggesting an agreement to pay pension contributions of 8%, explaining over which time period, and the evidential basis for suggesting they have not been paid.

Employment Judge JM Wade  
Date: 23 July 2020