



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jeffrey McHugh

**Respondent:** Mr Christopher Hadwin and Ms Judith Hadwin

## JUDGMENT

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

1. The claimant's claim under Section 13 of the Employment Rights Act 1996 for the unauthorised deduction of wages by the respondent is well founded. The respondent is ordered to pay to the claimant the sum of £274.00. This is a net award and the respondent shall be liable to the Inland Revenue for any payments of tax and national insurance thereon.
2. The claimant's claim for holiday pay under Regulation 14 of the Working Time Regulations 1998 is well founded. The respondent is ordered to pay to the claimant the sum of £191.80. This is a net award and the respondent shall be liable to the Inland Revenue for any payments of tax and national insurance thereon.
3. The claimant's claim for breach of contract/notice pay is well founded. The respondent is ordered to pay to the claimant the sum of £274.00 (having taken into account the claimant's earnings from his new employment). This is a net award and the respondent shall be liable to the Inland Revenue for any payments of tax and national insurance thereon.
4. The claimant's claim for a redundancy payment is well founded. The claimant is entitled to receive a redundancy payment in the sum of £7,272.00.
5. The claimant's claim under section 38 of the Employment Act 2002 is well founded. The respondent is ordered to pay to the claimant 2 weeks' wages in the sum of £606.00.
6. **Total award = £8,617.80**

**Employment Judge Arullendran**

Date: 8 June 2020