



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Ian Reynolds

**Respondent:** Coleman Engineering (Structural) Ltd

## JUDGMENT

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

1. The respondent failed to present a response to the claim by 26 August 2020 as ordered, or at all.
2. Under Rules 21 and 48 of the Employment Tribunal Rules of Procedure 2013, this Tribunal ordered that today's hearing be treated as a final hearing.
3. The claim succeeds and this is the remedy to which the claimant is entitled.
4. The claimant was employed from 1989 until his dismissal without notice on 20 March 2020.
5. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant. The claimant's wage for financial year ending April 2019 was £32,126.45. The respondent is ordered to pay notice pay in the sum of  $(£32,126.45/52 \times 12) = \mathbf{£7,413.79}$ .
6. The respondent has failed to pay the claimant's holiday entitlement. The claimant is entitled to 14 days holiday pay. The respondent is ordered to pay the claimant the sum of  $(£13 \text{ per hour} \times 8 \text{ hours a day} \times 14 \text{ days}) = \mathbf{£1,456.00}$ .
7. The respondent is ordered to pay the total sum of **£8,869.79** to the claimant.

Employment Judge Jones  
Date: 21 October 2020