



EMPLOYMENT TRIBUNALS

Claimant: Mr T Pickin

Respondent: Wilmslow Kitchen Interiors Ltd

Heard at: Liverpool **On:** 1 December 2020

Before: Employment Judge Ord

Representation

Claimant: In person

Respondent: Mr B Hendley (Consultant)

JUDGMENT

1. The Respondent was in breach of contract by dismissing the Claimant without giving him four weeks' contractual notice and is ordered to pay the Claimant damages in the gross sum of £1,660.00 subject to such deductions as it is required to make for tax and national insurance. [The gross sum of £1,660.00 comprises four weeks' notice pay of £3,060.00 less £1,400 being two weeks' gross earnings from the Claimant's new employment].
2. The Respondent was in breach of contract by not paying the Claimant his expenses in the sum of £96.00. The Respondent is accordingly ordered to pay the Claimant this sum.
3. The Claimant's complaint that there was an unauthorised deduction from his wages is not well-founded.

Employment Judge Liz Ord

Date 12 December 2020

JUDGMENT SENT TO THE PARTIES ON

4 January 2021

FOR THE TRIBUNAL OFFICE

Notes

1. The hearing code "V" in the heading to this judgment indicates that the hearing took place on a remote video platform. Neither party objected to the format of the hearing.
2. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.
3. The damages for breach of contract were awarded gross, before deduction for tax and national insurance. This is because the damages count as "Post-Employment Notice Pay" for tax purposes. The claimant may be liable to pay tax and national insurance on the sums awarded.

