



EMPLOYMENT TRIBUNALS

Claimant
Mr Ralph Hawkins

v

Respondent
Southern Counties Lining

Judgment

Heard at: Southampton

On: 12 January 2021

Before: Employment Judge Rayner

Appearances

For the Claimant: Mrs Bolton

For the Respondent: Did not attend

1. This was a remote hearing with the claimant attending by video link. It was held in public with the Judge sitting in open court in accordance with the Employment Tribunal Rules. It was conducted in that manner because the parties consented and a face to face hearing was not possible in light of the restrictions imposed by the Health Protection (Coronavirus, Restrictions) (England) (Amendment) (No. 2) Regulations 2020.
2. The respondent wrongfully dismissed the claimant without notice.
3. The respondent has made an unlawful deduction for the claimant's wages in respect of 3 days holiday pay.
4. The respondent will now pay the claimant the following:
 - 4.1. One weeks' notice pay of **£579.25**
 - 4.2. 3 days holiday pay of **£252.00**
5. The total amount payable by the respondent to the claimant is **£831.25**

Employment Judge Rayner

Dated: 12 January 2021

Sent to the parties: 25 January 2021

FOR THE TRIBUNAL OFFICE

Notes

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.

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at:
<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness