



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondents**

**Mr Harlow**

**v**

**Coolertech Ltd and  
Boxed Freeze Ltd**

**Heard at: London South Employment Tribunal (via CVP)**

**On: 9 February 2021**

**Before: EJ Webster**

### **Appearances**

**For the Claimant:**

**In person**

**For the Respondent:**

**Mr P Burrridge (Director)**

## **JUDGMENT**

1. The following claims have been upheld against Boxed Freeze Ltd:
  - (i) Statutory redundancy payment
  - (ii) Notice pay
  - (iii) Unauthorised deduction from wages in respect of unpaid wages
  - (iv) Failure to provide a written statement of terms contrary to s1 Employment Rights Act 1996 (s38 ERA 1996)
2. The Claimant's claims against Coolertech Ltd are not upheld as they were not the claimant's employer.
3. All figures below are expressed in gross terms.

Boxed Freeze Limited is ordered to pay:

(i)	Statutory redundancy payment	<u>£1,080</u>
(ii)	Notice pay	<u>£720</u>
(iii)	Unpaid wages	<u>£1440</u>

(iv)	Holiday pay	<u>£360</u>
(v)	Failure to provide written statement of terms contrary to S 1 ERA 1996	<u>£1,440</u>
<b>TOTAL PAYABLE</b>		<b>£5,080</b>

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*

Employment Judge Webster

Date: 9 February 2021