



EMPLOYMENT TRIBUNALS

Claimant: Mr Nicholas Schofield
Respondent: Composite Wood Company Ltd
Heard at: Manchester (remote public hearing via CVP)
On: 15 April 2021
Before: Judge Brian Doyle

Representation

Claimant: In person
Respondent: Not in attendance or represented

JUDGMENT

1. The claimant was dismissed by the respondent without notice and by reason of redundancy.
2. The claimant is entitled to be paid a **statutory redundancy payment** by the respondent in the sum of **£12,862.50** (calculated on the basis of the claimant being employed between 5 August 1999 and 30 March 2020; being aged 50 years at the relevant date; and earning gross weekly pay of £550).
3. The claimant was summarily and wrongfully dismissed by the respondent in breach of contract of employment and the respondent is ordered to pay to the claimant compensation for **notice pay** in the sum of **£5,076.00** (being 12 weeks' notice @ £423.00 net wages per week).
4. The respondent also failed to pay accrued **holiday pay** due to the claimant at the date of termination of employment and the respondent is further ordered to pay to the claimant the sum of **£3,850.00** (being 28 days holiday carried forward from 2019 and 7 days holiday untaken during the first quarter of 2020 @ £110 gross per day).
5. The recoupment regulations do not apply.

Judge Brian Doyle
Date: 15 April 2021

JUDGMENT SENT TO THE PARTIES ON
22 April 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2419493/2020**

Name of case: **Mr N Schofield** v **Composite Wood Company Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **22 April 2021**

"the calculation day" is: **23 April 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals