



EMPLOYMENT TRIBUNALS

Claimant: Mr B Benson

Respondents: Boxed Freeze Limited (1)
Cooler Tech Limited (2)

Heard at: London South **On:** 4 May 2021

Before: EMPLOYMENT JUDGE BECKETT
Sitting Alone

Representation

Claimant: Jane Donovan (partner of Mr Benson, assisting claimant)

Respondents: No response entered, director Paul Burrige attended
(director of both companies)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 Rule 21

1. Upon claims 2301871/20, 2301557/20 and 2302339/20 being consolidated and no Respondent having presented a response, the claims of notice pay, pay arrears are well founded pursuant to rule 21 of the Employment Tribunals Rules of Procedure 2013.
2. The Respondents made the Claimant redundant on 24 March 2020.
3. Boxed Freeze Ltd (R1) made the Claimant redundant and appeared on the Claimant's pay slips. Cooler Tech Ltd (R2) had originally employed the Claimant and as at March 2020 appeared on the Claimant's bank statements as paying wages.
4. The three claims made by the Claimant were consolidated and dealt with today (claims 2301871/20, 2301557/20 and 2302339/20).
5. The Claimant gave evidence and produced a bundle of evidence amounting to 34 pages. Neither Respondent provided any response or any documentation.

6. It is the judgment of the Tribunal that the first Respondent was the employer of the Claimant at all material times.
7. The Claimant is awarded £2,333.47 as pay arrears for February and March 2020. The Claimant is awarded £3,425.63 in respect of pay arrears from March 2019 to February 2020 (unlawful deductions from wages).
8. The Claimant is awarded £3,080.00 for notice pay.
9. The Claimant is entitled to a statutory redundancy payment of £4,620.00.
10. The Claimant is entitled to a payment of £1,760 as he was not provided written particulars of employment.
11. The first Respondent shall pay to the Claimant the sum of £15,219.10. This sum is gross and the Claimant must account to HMRC independently in respect of this award.
12. Recoupment does not apply to this award.

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Employment Judge Beckett
London South
Dated: 4 May 2021

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.

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