



EMPLOYMENT TRIBUNALS

Claimant: Mr S Lee

Respondent: Barrier Ex Limited (in administration)

JUDGMENT

Employment Tribunal Rules of Procedure 2013 – Rule 21

1. Having found that the claimant's claims of unfair dismissal and breach of contract (failure to pay notice pay) were both well-founded and successful, as no response had been presented within the prescribed time limit in my Judgment of 20 May 2021, I have now received further information from the claimant that makes it possible for me to deal with remedy on both claims.
2. The claimant's claim for unauthorised deduction of wages is well-founded and succeeds as no response had been presented within the prescribed time limit.
3. The remedy hearing listed for 17 June 2021 is vacated.
4. For unfair dismissal, the respondent shall pay the claimant a basic award of £2,152.00.
5. For unfair dismissal, the respondent shall pay the claimant a compensatory award capped at one year's gross salary of £55,000.00.
6. For breach of contract (failure to pay notice pay), the respondent shall pay the claimant £25,000.00 (capped by the maximum amount that the Tribunal can award for breach of contract).
7. Because of the cap on breach of contract claims, no other award can be made under that head of claim (for unpaid expenses or shares).
8. For unauthorised deduction for wages for June 2020, when the claimant was paid SSP instead of his full salary, the respondent will pay the difference of the claimant's contractual entitlement (£4,583.33 gross) less the sum actually paid in SSP (£383.40 gross), being the sum of £4,199.33 gross before deduction of tax and National Insurance.

Employment Judge Shore

Date 8 June 2021

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