



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mr J Rutkowski

**Respondent:**  
Aldermaston Recycling  
Limited

v

**Heard at:** Reading (by CVP)

**On:** 4 June 2021

**Before:** Employment Judge Hawksworth (sitting alone)

## Appearances

**For the Claimant:** In person, assisted by Mr P Olszanecki

**For the Respondent:** Mrs M Hutchins (HR consultant)

**Polish Interpreter:** Ms I Budzynska

## JUDGMENT

1. The claimant's claims for breach of contract and holiday pay succeed. The respondent is ordered to pay the claimant the sum of £7,848.00 made up of:
  - a. £4,708.80 for 12 weeks' pay in lieu of notice; and
  - b. £3,139.20 for 8 weeks holiday pay.
2. The claimant's claim for a redundancy payment fails. He was dismissed for capability reasons, not because of redundancy.

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**Employment Judge Hawksworth**

Date: 4 June 2021

Sent to the parties on: 6 July 21

For the Tribunal Office

**Note:**

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:**

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