



EMPLOYMENT TRIBUNALS

Claimant: Mr Liam Knight

Respondent: Mr Calvin Sweetman t/a Sweetman Electrical Services

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

Having heard from Ms Griffin representing the Claimant at a telephone hearing listed on 21 April 2021, the following judgment is made on the Respondent not having presented a response to the proceedings.

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of **£482.30**.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£1,700.60 (4 weeks pay)**.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1,300**
4. The claimant was unfairly dismissed by the respondent. The respondent shall pay to the claimant a compensatory award of **£10,628.75**.
5. The respondent discriminated against the claimant on the protected characteristic of age and shall pay injury to feelings to the Claimant of **£5,000**.
6. The respondent failed to enrol the claimant into a workplace pension and shall pay employers contributions to the claimant of 3% (£12 per week) for 119 weeks in the sum of **£1,428.00**.
7. The Respondent failed to provide the Claimant with a written statement of terms and conditions of employment pursuant to s1 Employment Rights Act 1996 and shall pay compensation to the Claimant of **£1,700.60 (4 weeks pay)**.

8. The total payable by the Respondent to the Claimant is **£22,240.25**

Employment Judge
Date: 21 April 2021