



EMPLOYMENT TRIBUNALS

Claimant: Mr P Hudson

Respondent: Hales Freight Limited

Heard at: by Cloud Video Platform **On:** 25 August 2021

Before: Employment Judge T Brown (sitting alone)

Appearances

For the claimant: In person
For the respondent: Mr P Egan, Director

JUDGMENT

- (1) The Claimant's complaint of unfair dismissal is dismissed because the Claimant did not have two years' employment at the date of the termination of his employment.
- (2) It is hereby declared that the Respondent made an unauthorised deduction from the Claimant's wages in the gross amount of £3,071.
- (3) The Respondent is hereby ordered to pay to the Claimant the amount of that deduction, in the sum of £3,071 before any necessary deductions for tax and National Insurance.
- (4) It is hereby declared that the Claimant was constructively dismissed by the Respondent.
- (5) In breach of contract, the Respondent has failed to pay the Claimant one month's notice pay.
- (6) The Respondent is hereby ordered to pay to the Claimant damages for non-payment of notice pay in the sum of £3,33.33 before any necessary deductions for tax and National Insurance.
- (7) The Respondent's employer's contract claim is not well-founded and is dismissed.

**Employment Judge T Brown
25 August 2021**

DECISION SENT TO THE PARTIES ON

3 September 2021

FOR THE TRIBUNAL OFFICE

Reasons for the Employment Tribunal's decision having been given orally on 25 August 2021, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2402062/2021**

Name of case: **Mr P Hudson** v **Hales Freight Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision 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: 3 September 2021

"the calculation day" is: 4 September 2021

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office