



# EMPLOYMENT TRIBUNALS

**Claimant:** Steven Hughes

**Respondents:** Mike Jones and Son Decorators Ltd

**Heard at:** Manchester Via CVP

**On:** 13 September 2021

**Before:** Employment Judge Serr

## Appearances

**For the Claimant:** Mr Steven Hughes in person

**For the Respondents:** Responses not entered to the claim and did not attend (having been notified of the hearing)

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Respondent was sent the Claim Form twice including, on a second occasion, at its registered address without a response being entered. The Respondent did not attend the hearing. The Tribunal was satisfied that having heard evidence from the Claimant under oath and having considered documentation in the form of pay slips sent by the Claimant the Claimant's claim could properly be determined pursuant to Rule 21 (2).
2. The Claimant was dismissed by reason of redundancy. The Claimant's claim for a Redundancy Payment is well founded. The Claimant is entitled to a redundancy payment in the sum of **£14 795**.
3. 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 **£5040 (net)**

4. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay the Claimant the sum of **£2326 (gross)**.
5. The total sum awarded to the Claimant is **£22 161**. All sums due are to be paid gross without deduction for tax. The Claimant shall be responsible for any income tax or employee national insurance contributions which may become due.
6. The Recoupment Provisions apply do not apply.

Employment Judge Serr

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Date: 13/9/2021

JUDGMENT SENT TO THE PARTIES ON

20 September 2021

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2402609/2021**

Name of case: **Mr S Hughes** v **Mike Jones & Son  
Decorators Ltd**

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: 20 September 2021

"the calculation day" is: 21 September 2021

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office