



EMPLOYMENT TRIBUNALS

Claimant: Mr K Shaw

Respondent: Aztech Engineering Ltd

Heard at: Watford (remotely by CVP)

On: 7 September 2021

Before: Employment Judge Heath

Representation

Claimant: Mr A Egan (solicitor)

Respondent: Mr W Haines (Litigation consultant)

JUDGMENT

Liability

1. The respondent concedes that the claimant's claims in respect of holiday pay and unauthorised deductions from wages are well-founded and the respondent is to pay the respondent the sums below at paragraph in respect of such claims.
2. The respondent unfairly dismissed the claimant.
3. The respondent was in breach of contract by dismissing the claimant without notice.

Remedy

1. The respondent is to pay the claimant the following sums in respect of the following claims or elements of claim: -
 - a. Unauthorised deduction from wages **£885.75**
 - b. Holiday pay **£207.50**
 - c. Unfair dismissal
 - i. Basic award **£6867.55**
 - ii. Loss of rights **£361.45**
 - iii. Compensatory award (10/9/20 to 19/6/21 at rate of £263.55 p.c.m) **[£2371]**
 - iv. 25% uplift on compensatory award **[£592.99]**
 - v. Total compensatory award **£2963.98**
 - d. Breach of contract **£3495.73**
 - e. **TOTAL AWARD** **£14,781.96**

Employment Judge **Heath**

Date 7 September 2021 _____

JUDGMENT SENT TO THE PARTIES ON

29/9/2021

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FOR THE TRIBUNAL OFFICE

Notes

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

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