



EMPLOYMENT TRIBUNALS

Claimant
Mr R Dias

v

Respondents
Mr Stephen Law and
Mr John Anoszczenko
T/A Smart Performance

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard: By CVP (Birmingham)

On: 3 September 2020

Before: Employment Judge Lloyd

Representation

For the Claimant:

In person

For the Respondents:

No Appearance or Response

JUDGMENT

The claimant has proven his claims. I order the respondents to pay to the claimant the total sum of £20,055.52, by way of statutory redundancy payment, unpaid wages, holiday pay and pension contributions.

REASONS

1. I give my judgment under Rule 21 of the Employment Tribunals Rules of Procedure 2013.
2. No Response has been presented within the requisite time limit. On 7 March 2020, the tribunal informed the respondents in writing, as follows;

“You did not present a response to the claim. Under rule 21 of the [tribunal] Rules, because you have not entered a response, a judgment may now be issued. You are entitled to receive notice of any hearing, but you may only participate in any hearing to the extent permitted by the Employment Judge who hears the case.”
3. The respondents were served with a notice of this hearing and were provided with the link to the CVP courtroom.
4. I have taken evidence under oath from the claimant and he has produced relevant documentary evidence of his claims to the tribunal.

5. The tribunal's judgment is that the claimant has proven his claims of:
- a) His entitlement to a statutory redundancy payment payable by the respondents
 - b) Unauthorised deductions from the claimant's wages and bonuses.
 - c) Unpaid holiday pay.
 - d) Pension contributions unpaid by the respondents.
6. I therefore order the respondents to pay to the claimant **the sum of £20,055.52**, comprising:
- a) A statutory redundancy payment of £2,887.50
 - b) Unpaid wages (gross) of £9,174.23
 - c) Holiday pay (gross) of £6,276.82
 - d) Pension contributions (gross) of £1,716.97
7. The above sums have been calculated gross and the claimant may have a liability for tax and national insurance on the sums received.

Signed electronically by
Employment Judge B Lloyd

Signed and Dated: 3 September 2020