



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Lane

**Respondent:** Bespoke Hotels (Plymouth) Ltd

**Heard at:** Bristol (remotely by video) **On:** 7 January 2022

**Before:** Employment Judge Midgley

## Appearances

For the Claimant: In person

For the Respondent: No attendance or representation

# JUDGMENT

- The claims of unfair dismissal contrary to s.136 ERA 1996, non-payment of redundancy pay pursuant to s.163 ERA 1996, breach of contract in respect of notice, and unauthorised deductions of wages contrary to s.13 ERA 1996 are well founded and succeed.
- The respondent is ordered to pay the claimant compensation in the following sums:

Redundancy pay	(7 x 0.5 x £373.97 (gross) =	£1,308.90
	(8 x 1 x £373.97 (gross) =	£2,991.76)
	Total	£4,300.66
Notice pay	(12 x £324.69 net)	£3,896.31 <sup>1</sup>
Unpaid wages	(2 days x £46.38 net)	£92.77

<sup>1</sup> The claimant made a claim to the NIS for notice pay. That claim was accepted on 4 May 2021 and a payment (after deductions) of £1097.00 was made to the claimant. The figure for notice in the Judgment reflects the total entitlement of the claimant both before receipt of that payment and in circumstances where the claimant alleged, and the respondent was not present to dispute, that the claimant did not work his notice or receive payment for it. However, the NIS letter of 4 May 2021 suggests that the claimant received £3447.99 during his notice period, equating to approximately 10 weeks' pay.

Employment Judge Midgley  
Date: 11 January 2022

Judgment sent to parties: 18 January 2022

FOR THE TRIBUNAL OFFICE

Note

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.