



# EMPLOYMENT TRIBUNALS

Claimant: Mr D Porter  
Respondent: Clarity Products Limited

## JUDGMENT

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

1. The claim was issued in the Bristol Employment Tribunals on 27 October 2020 and the second claim joined to it on 12 January 2021. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£686.74** gross.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1185.92**.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£348.80**.
5. The respondent has failed to pay the claimant furloughed and salary top up for September 2020 and must pay the claimant **£604.59**
6. The respondent has failed to pay the claimant furloughed and salary top up for October 2020 and must pay the claimant **£604.59**
7. The respondent must pay the claimant **£3430.64** in total.

Employment Judge Rayner  
Date: 6 January 2022

JUDGMENT SENT TO PARTIES ON:  
21 January 2022 By Mr J McCormick

FOR THE TRIBUNAL OFFICE