



# EMPLOYMENT TRIBUNALS

**Claimant: Mr D Mass**

**Respondent: Park & Birch Ltd**

## JUDGMENT & DIRECTIONS

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1228.30**
2. The claimant was unfairly dismissed and damages will be assessed at a remedy hearing to be fixed.
3. The following directions are given in respect of the remedy hearing.
  1. The final hearing will be listed for a 1 hour hearing to take place by way of VHS, notification of which will be sent in due course.

### **Schedule of loss**

2. The claimant must send to the tribunal and to the respondent within 14 days of the date of this order a schedule setting out the amounts which they claim by way of compensation and how they are calculated.

### **Bundle of Documents**

3. Not less than 4 weeks before the hearing the claimant must prepare and send to the respondent a set of all the relevant documents, for their own use and for use by the Tribunal at the hearing. This shall have numbered pages and an index, and shall be limited to 50 pages.

### **Witness Statements**

4. Written witness statements of all witnesses who will be called to give evidence, including that of the Claimant, shall be prepared and sent to the respondent no later than 2 weeks before the hearing date. The length of the statements shall be limited to 1500 words. These statements will form the evidence in chief of the witnesses and will be taken as read (subject to the discretion of the Tribunal). The Claimant's statement must include information to help the Tribunal assess compensation, if applicable. This should include the period out of work, efforts to get a new job and, if one was obtained, the rate of pay. Any supporting documentation should be included in the common set of relevant documents.

### **Provision of Documents for the Remote Hearing**

5. The claimant must provide, by email, to the Tribunal and to all other representatives and parties, at least 7 days before the hearing
6. a copy of the hearing bundle, which must be a single PDF file (unless it exceeds the megabyte limit which may be sent by email to the Tribunal), indexed and paginated,
7. their witness statements (the version sent to the Tribunal should be in Word format if possible)
8. any written submissions that they rely upon, (the version sent to the Tribunal should be in Word format if possible) and
9. a copy of any authorities on which they rely

Employment Judge **Dawson**

---

Date: 2 September 2022

JUDGMENT SENT TO THE PARTIES ON  
13 September 2022 By Mr J McCormick

FOR THE TRIBUNAL OFFICE