



EMPLOYMENT TRIBUNALS

Claimant: Mr D Campling

Respondent: (1) Natalie Land
(2) Shaw Home Decor Limited

Venue: Leeds (by video) **On:** 4 October 2022

Before: Employment Judge Knowles

Representation

Claimant: In person

Respondents: No attendance

RULE 21 JUDGMENT

Employment Tribunals Rules of Procedure 2013

The Respondent having failed to enter a response the Judgment of the Tribunal is that:

1. The Claimant was employed by the Second Respondent Shaw Home Decor Limited when his employment was terminated by reason of redundancy on 28 April 2022.
2. The Claimant had 5 complete years of service at the date of termination because his previous service with Shaw Blinds Fairburn Limited counts as continuous service under both the Transfer of Undertakings (Protection of Employment) Regulations 2006 and Section 218(2) of the Employment Rights Act 1996.
3. The Claimant is entitled to a redundancy payment. The amount of the redundancy payment is £2,592.00. The Second Respondent is ordered to pay to the Claimant a redundancy payment in the sum of £2,592.00.
4. The Claimant's claim of unauthorised deductions from wages made under Section 23 of the Employment Rights Act 1996 is well founded. The Second Respondent is ordered to pay to the Claimant compensation for unauthorised deductions from wages in the sum of £2,869.94.
5. The Claimant's claim for holiday pay under Regulation 30 of the Working Time Regulations 1998 is well founded and succeed. The Second

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Respondent is ordered to pay to the Claimant the gross sum of £1,292.00 compensation for holiday pay which had accrued but was untaken upon the termination of the Claimant's employment.

6. I make no findings in relation to the Claimant's claims relating to pensions, tax or national insurance contributions because these are outside of this Tribunal's jurisdiction.

Employment Judge Knowles

4 October 2022

JUDGMENT SENT TO THE PARTIES ON

5 October 2022

FOR THE TRIBUNAL OFFICE

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