



# EMPLOYMENT TRIBUNALS

Claimant: Mr Justin Grasty

Respondent: The Centre for Early Furniture and Art Limited

Heard at: Leeds by video & telephone On: 24 and 25 October 2022

Before: Employment Judge Evans (sitting alone)

## Representation

Claimant: in person

Respondent: Miss Forster, director

# JUDGMENT

- 1) The Respondent dismissed the Claimant without notice on 8 November 2021.
- 2) The Respondent dismissed the Claimant by reason of redundancy. The Respondent is ordered to pay the Claimant a statutory redundancy payment of £1632.
- 3) The Respondent wrongfully dismissed the Claimant because it did not give him notice when dismissing him. The Claimant's notice period was 3 months. The Respondent is ordered to pay the Claimant damages for wrongful dismissal of £7631.25.
- 4) The Respondent unfairly dismissed the Claimant. No basic award is payable because a statutory redundancy payment has been ordered. The Respondent is ordered to pay the Claimant a compensatory award of one week's net pay and benefits of £587. This is because a fair procedure would have taken 1 week to complete and there is a 100% chance that at the end of that week the Claimant would have been given notice of dismissal by reason of redundancy. The recoupment regulations do not apply.
- 5) The Respondent made unauthorised deductions from the Claimant's wages because it did not pay him the salary due to him for the period 1 October to 8 November 2021. The amount deducted was £4273.97 and the Respondent is ordered to pay the Claimant that amount.
- 6) The Respondent failed to pay the Claimant the compensation due to him under Regulation 14 of the Working Time Regulations 1998 and is ordered to pay him £8023.07, being the amount of compensation due under that Regulation.

- 7) The Claimant's claim for breach of contract in respect of his pension contributions, income tax and national insurance contributions fails and is dismissed.

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Employment Judge Evans

Date: 25 October 2022

JUDGMENT SENT TO THE PARTIES ON

10 November 2022

Linda Shackleton  
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.

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