



EMPLOYMENT TRIBUNALS

Claimant: Mr R Kyle

Respondent: Coolertech Limited

Heard at: London South Employment Tribunal

On: 20 September

Before: Tribunal Judge Milivojevic acting as an Employment Judge

Representation

Claimant: In person,

Respondent: Not present

JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded. The Claimant was unfairly constructively dismissed by reason of redundancy.
2. The Claimant's claim for a statutory redundancy payment is well founded. The Respondent is to pay the Claimant the sum of £12,690.00.
3. The Claimant is entitled to a compensatory award in respect of unfair dismissal of £7,900.00.
4. The Claimant's claim for wrongful dismissal is not well founded and is dismissed.
5. The Claimant's claim of unlawful deductions from wages in respect of salary payments is well founded. The Claimant is entitled to a gross payment of £11,309.70.
6. The Claimant's claim of unlawful deductions from wages in respect of employer pension contributions and employee pension contributions (which were deducted from salary but which were not paid) is well founded. The Respondent is to pay the Claimant the sum of £1,116.00.
7. The Claimant's claim for a payment in respect of accrued but untaken annual leave allowance at the date of termination is well founded. The Respondent is to pay the Claimant the gross sum of £3,384.00.
8. The sums at 5-7 above are to paid to the Claimant gross, and the Claimant is to account to HMRC for any deductions arising from these payments.

Employment Judge Milivojevic
Date: 2 November 2022

Sent to the parties on
Date: 21 November 2022

Notes

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.

Public access to employment tribunal decisions

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