



EMPLOYMENT TRIBUNALS

Claimant: Mr D Smith

Respondent: Staylists Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the South East Employment Tribunals on 22 April 2022. 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 shall pay a redundancy payment of £2,448 calculated as follows: 4 complete years continuous service x 1.5 x £544 (a week's pay capped due to s 227 Employment Rights Act 1996).
3. The respondent has made unauthorised deductions from the claimant's wages in respect of unpaid wages and pension contributions and must pay the claimant **£10,540.90** gross.
4. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£3333.33** gross
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£846.18** gross.
6. The respondent must pay the claimant **£14,720.41** gross in total and a redundancy payment of £2,448.00.

Employment Judge George
Date: 21 November 2022

JUDGMENT SENT TO THE PARTIES ON

4 December 2022
AND ENTERED IN THE REGISTER
FOR THE TRIBUNAL OFFICE: GDJ