



EMPLOYMENT TRIBUNALS

Claimant
Mr N Brown

Respondent
M&G Olympic Products Ltd

HEARING

Heard at: Leeds by CVP

On: 17 October 2022

Before: Employment Judge Davies

Appearances

For the Claimant:

Did not attend

For the Respondent:

Did not attend

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The claim was issued in the Leeds Employment Tribunals on 3 August 2022. The respondent has failed to present a valid response on time. Following a hearing on 17 October 2022, the Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 21 of the Employment Tribunals Rules of Procedure as follows:

1. The complaint of unauthorised deductions from wages succeeds and the respondent is ordered to pay the claimant:
 - a. in relation to wages for the period 28 February 2022 to 18 March 2022 the gross sum of **£1,918.80**; and
 - b. in relation to 14 days' accrued holiday, the gross sum of **£1,836.80**.

The Tribunal has no jurisdiction to award compensation for 'tax rebates' as part of a claim for unauthorised deduction from wages, as these are not included in the statutory definition of "wages".

2. The claimant was dismissed without notice in breach of contract and the respondent is ordered to pay the claimant damages in lieu of 13 weeks' notice, minus deductions for wages and benefits received during this notice period, amounting to **£3,385.28**. This is a net sum.
3. The respondent has breached the claimant's contract by deducting pension contributions from his wages but not paying them into his pension. The respondent is ordered to pay the claimant damages of **£939.33**.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£16,844.50**.

5. The complaint that the respondent failed to pay the claimant a guarantee payment succeeds and the respondent is ordered to pay the claimant the sum of **£150.00**.

Employment Judge Davies
7 November 2022