



# EMPLOYMENT TRIBUNALS

Claimant: Mr P Ryder

Respondent: JST NUTRITION LIMITED

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. 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, in accordance with Rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the total sum of **£5,365.12** (unpaid wages from June, July and August 2022). This is a net sum, and no deductions are to be made from it for tax and national insurance, for which the respondent must account to HMRC.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£5,830.00** (1 week for every complete year of service when C was aged between 22 and 41:  $8 \times 1 \times £530 = £4,240$  + 1.5 week's pay for every complete year of service aged 41 or older:  $1.5 \times 2 \times £530 = £1,590.00$ . Total  $£4,240 + £1,590 = £5,830.00$ ) which sum the respondent is ordered to pay him.
4. The hearing listed on the **7 March 2023** is cancelled.

Employment Judge Holmes

Date: 22 February 2023

JUDGMENT SENT TO THE PARTIES ON

1 March 2023

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2406577/2022**

Name of case: **P Ryder** v **JST Nutrition Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 1 March 2023

**the calculation day** in this case is: 2 March 2023

**the stipulated rate of interest** is: **8% per annum.**

For the Employment Tribunal Office