



# EMPLOYMENT TRIBUNALS

**Claimant:** M DEENIHAN

**Respondent:** DSL LICENSING LTD

**Heard at:** Watford Employment Tribunal (video)

**On:** 30 March 2023

**Before:** Employment Judge Din (sitting alone)

## Representation

**Claimant:** In person

**Respondent :** Did not attend

# JUDGMENT

1. The Respondent has failed to enter a response to the Claimant's claim, which was received by the Tribunal on 4 February 2022. In accordance with Rule 21 of the Employment Tribunals Rules of Procedure 2013, a hearing was held on 30 March 2023 and this judgment made.
2. The Respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£6,400.00**. In accordance with the case of *University of Sunderland v Drossou* [2017] IRLR 1087, employer's pension contributions do not fall within the definition of wages and are therefore excluded.
3. The claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the claimant in the sum of **£4,430.77**.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£8,123.06**.

Employment Judge Din  
5 June 2023

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JUDGMENT SENT TO THE PARTIES ON

6 June 2023  
AND ENTERED IN THE REGISTER

GDJ  
FOR THE TRIBUNAL OFFICE

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.

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