



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

and

**Respondent**

**Mr M. Reynolds**

**M J Lifts Limited**

**Held at: Exeter**

**On: 22 May 2023**

**Before: Employment Judge Smail  
Mr H. Launder  
Mr I. Ley**

## **Appearances**

**Claimant:** In Person  
**Respondent:** No Appearance

# JUDGMENT

1. The Claimant's claims to notice pay, holiday pay and failure to issue a statement of employment particulars are well founded.
2. The claims for (a) automatic unfair dismissal for the reason or principal reason that the Claimant had made protected disclosures; and (b) detriments on the ground that the Claimant had made protected disclosures are dismissed. The Claimant did not make any protected disclosures.

3. The Respondent must pay the Claimant the following amount within 7 days:

No.	Item	Amount £
1	Notice Pay (1 week net including overtime)	521.40
2	Holiday pay (4.66 days @ 128.29 a day gross)	597.83
3	4 weeks' capped gross pay for no written statement	2152.00
<b>GRAND TOTAL</b>		<b>£3271.23</b>

*Full oral reasons were given at the hearing. If any party requires written reasons, they must apply by email within 14 days of this Judgment being sent to the parties.*

---

Employment Judge Smail  
South West Region  
Date: 22 May 2023

Judgment Sent to The Parties On  
7th June 2023 by Miss J Hopes

For The Tribunal Office