



EMPLOYMENT TRIBUNALS

Claimant

Mr I Sullivan

v

Respondent

1. Bacerius Investments Ltd
2. Delesius Investments Ltd
together as Trustees of Sutton Place
Property Unit Trust

Heard at:
Before:

Reading Employment Tribunal
Employment Judge George

On: 19 June 2023

Appearances

For the Claimant: In person

For the Respondent: Did not attend having been given notice of the hearing.

JUDGMENT

1. The identity of the respondent is amended to Bacerius Investments Ltd and Delesius Investments Ltd together as Trustees of Sutton Place Property Unit Trust.
2. The employment tribunal does have jurisdiction to consider the claimant's claim for a redundancy payment, unauthorised deduction from wages, unpaid holiday pay on termination of employment and breach of contract in respect of failure to pay notice pay because it was not reasonably practicable for him to present the claim within three months of the relevant date but he presented it within a reasonable further period.
3. The claimant is entitled to a redundancy payment in the sum of £7,708.50.
4. The claimant is entitled to holiday pay accrued and not taken on termination of employment. The respondent shall pay to the claimant £1,839.20 gross of tax and national insurance in respect of holiday pay.
5. The claim for unauthorised deduction from wages succeeds. The respondent shall pay to the claimant £14,016.20 gross of tax and national insurance which is calculated as the sum of:
 - 5.1 Unpaid wages for March, April May and June 2022 of £2,797.17 per month gross.

- 5.2 Canine allowance payment (as set out in the letter from the respondents dated 20 May 2022) of a total of £1,250 in respect of the period March to June 2022 and the claimant's notice period,
 - 5.3 Employer's pension contributions in the months March to June 2022 in the sum of £655.92 and
 - 5.4 Overtime payments in the sum of £921.60.
- 6. The claim for notice pay succeeds. The respondent shall pay to the claimant £1,929.56 which is calculated gross.
 - 7. The total award is £25,493.46 some of which will be subject to tax and national insurance as appropriate.

Employment Judge George

Date: ...14 July 2023

Sent to the parties on: .21/8/23

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For the Tribunal Office

Note

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.