



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Darren Warren

**Respondent:** Essex Engineering Solutions Ltd

**Heard at:** East London Hearing Centre (by CVP) On: 8 August 2023

**Before:** Employment Judge S Knight

## Representation

**Claimant:** Unrepresented, not in attendance

**Respondent:** Unrepresented, not in attendance

## JUDGMENT

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

1. The Respondent made unauthorised deductions from the Claimant's wages.
2. The Respondent failed to pay the Claimant redundancy pay.
3. The Respondent unfairly dismissed the Claimant.
4. The Respondent wrongfully dismissed the Claimant.
5. The Respondent must pay the Claimant **£15,960.87** which is composed of:
  - (1) £1,015.14 for unauthorised deductions from wages;
  - (2) £9,421.50 for redundancy pay; and

- (3) £5,524.23 for unfair dismissal.
6. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
- (1) The total monetary award for unfair dismissal is £5,524.23.
- (2) The prescribed element is £5,024.23.
- (3) The prescribed element relates to 9 September 2022 to 8 August 2023.
- (4) The amount by which the total monetary award for unfair dismissal exceeds the prescribed element is £500.

**Employment Judge Knight**  
**Dated: 8 August 2023**

JUDGMENT SENT TO THE PARTIES ON  
Date: 22 August 2023