



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Brown

v

**Structural Steel Supplies Limited
(in liquidation)**

Heard at: Watford Tribunal **On:** 20 July 2023

Before: Employment Judge Cowen

Appearances

For the Claimant: Ms Chowdhury (solicitor)

For the Respondent: Did not attend

JUDGMENT

- 1 For the reasons given in the oral judgment at the hearing;
 - a. the Claimant’s claim for s.104 ERA 1996 automatic unfair dismissal succeeds.
 - b. The Claimant’s claim for s.13 ERA 1996 unlawful deduction from wages succeeds.
 - c. The Claimant’s claims for breach of contract and failure to pay outstanding holiday pay are dismissed.
- 2 The Respondent shall pay the Claimant £22,639.04, comprising of £16,499.72 for unfair dismissal and £6,139.32 for unlawful deduction of wages.
- 3 The compensatory award shall be subject to recoupment:-
 - a. The prescribed element is £14,467.72
 - b. The prescribed period is 1/10/21 to 20/7/23
 - c. The balance is £8,171.32 and should be paid immediately to the Claimant.
- 4 The Claimant’s application for costs is dismissed.

Employment Judge Cowen 20 July 2023

JUDGMENT SENT TO THE PARTIES ON

...1 September 2023.....

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FOR THE TRIBUNAL OFFICE

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