



EMPLOYMENT TRIBUNALS

Claimant: Mr Ashley Payne

Respondents: (1) Stock Sourcing Wholesale Ltd
(2) The Secretary of State for Business and Trade

Heard at: East London Hearing Centre (via CVP)

On: 17th August 2023

Before: Tribunal Judge S Iqbal acting as an Employment Judge

Representation

Claimant: In person
Respondent 1: No attendance
Respondent 2: Mr P. Soni – RPS Officer

JUDGMENT

- (i) The judgment of the Tribunal is that the Claimant was an employee of the first Respondent pursuant to section 230 of the Employment Rights Act 1996 ('ERA') and is entitled to any payments from the second Respondent under sections 166 and 182 ERA.
- (ii) The claimant's claims against **Stock Sourcing Wholesale Ltd (R1)** for unpaid redundancy pay, unpaid notice pay, unpaid holiday pay and unpaid wages are well-founded and upheld.
- (iii) The claimant's claim that the Secretary of State (R2) is liable to make payments to him pursuant to s166/182 Employment Rights Act 1996 is well founded and upheld.

**Tribunal Judge Iqbal acting as an
Employment Judge
Dated: 17th August 2023**