



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant **and** **Respondent**

Mr Paul Coultish

Loadwise International Limited

Held at: Exeter by Video

On: 1 September 2023

Before: Employment Judge Smail

Appearances

Claimant: In Person
Respondent: Mr B. Millar (Director)

JUDGMENT

1. The Claimant’s claim for unpaid wages for February and March 2023 is well-founded.
2. The Claimant treated himself as constructively dismissed on 31 March 2023, not having been paid for the previous 2 months work.
3. The dismissal was in circumstances of redundancy and the Claimant is entitled to a redundancy payment.
4. The Claimant was constructively dismissed without notice and is entitled to a notice payment.
5. The claim is amended to include claims for a redundancy payment and for breach of contract in the form of failure to pay notice.
6. The Respondent must pay the Claimant the following amounts within 14 days:

No.	Claim	Calculation	Amount £
1	Unpaid wages 2/23 and 3/23	2.23 = 2738.56 net 3.23 = 2334.86 net	5,073.42
2	Redundancy Payment	13 years, £571 weekly cap Multiplier 16.5 x 571	9,421.50
3	Notice Payment	12 x 684.50 net	8,214.00
		GRAND TOTAL	£22,708.92

7. The Respondent must account to HMRC for tax and national insurance on the unpaid wages and notice pay claims.

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

Employment Judge Smail
02 September 2023

Judgment sent to the Parties on 20 September 2023

For the Tribunal Claim