



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr. Andrew Taylor

v

R & M Metal Finishing Limited

Heard at: Birmingham via CVP On: 16 October 2023

Before: Employment Judge Wedderspoon

Representation:

Claimant: No attendance

Respondents: No attendance

JUDGMENT

1. The Respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made on the claim or part of it in accordance with Rule 21 of the Rules of Procedure.
2. The claimant was dismissed in breach of contract in respect of notice and the Respondent must pay damages to the claimant of £5,985.36 (calculated at 12 weeks x £498.78).
3. The claimant was made redundant and the Respondent must pay a redundancy payment to the claimant of £12,220.11 (calculated at 11 years x 1 and 9 years x 1.5 x £498.78).
4. The respondent failed to pay the claimant loss of earnings (including sums for pension) and must pay to the claimant the sum of £784.89;
5. The respondent failed to pay the claimant holiday pay and must pay the claimant £281.
6. The total award of £19,271.36 is payable forthwith.

Employment Judge Wedderspoon

16 October 2023

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.

Public access to employment tribunal decisions

All judgments (apart from those under Rule 52) and any written reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.