



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R. Bell

**Respondent:** Fox Networking UK Limited

**Heard at:** Manchester                      **On:** 17 November 2023

**Before:** Employment Judge Leach

## Representation

Claimant: in person

Respondent: did not attend (no response entered)

# JUDGMENT

## Notice Pay

1. The claimant's complaint of breach of contract in relation to notice pay is well founded. The claimant was entitled to receive one week's notice of termination of employment. The respondent dismissed the claimant without notice.
2. The respondent shall pay the claimant **£983.16** as damages for breach of contract. This has been calculated on the basis of an average of 54.62 hours worked a week at an hourly rate of £18.00. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

## Holiday Pay

3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for 2.7 days holiday accrued but not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£530.90**. The claimant is responsible for paying any tax or National Insurance

## Other complaints

5. All other complaints are dismissed.

### **Conclusion**

6. The respondent is therefore ordered to pay to the claimant the total amount of £983.16 plus £530.90; a total of **£1514.06**.

Employment Judge Leach

Date: 17 November 2023

JUDGMENT SENT TO THE PARTIES ON

21 November 2023

FOR THE TRIBUNAL OFFICE

### Notes

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**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2407448/2023**

Name of case: **Mr R Bell** v **Fox Networking UK Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 21 November 2023

**the calculation day** in this case is: 22 November 2023

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office