



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Varley

**Respondent:** Trade Hydro Ltd (In Creditors' Voluntary Liquidation) (1)  
The Secretary of State for Business, Energy and Industrial  
Strategy (2)

**Heard at:** Hull (By video)      **On:** 30 October 2023

**Before:** Employment Judge Miller

## Representation

Claimant: In Person

Respondent: Ms M Munro – lay representative (for the second respondent)

# JUDGMENT

## Redundancy payment

1. The claimant was dismissed by the first respondent by reason of redundancy and, by agreement, is entitled to a redundancy payment of **£6,840**.

## Unauthorised deductions from wages

2. The first respondent made an unauthorised deduction from the claimant's wages in the period 3 October 2022 to 28 November 2022.
3. The second respondent ought to make a payment of **£3040** under section 182 of the Employment Rights Act 1996 and has failed to do so. The claimant is responsible for the payment of any tax or National Insurance.

## Failure to pay holiday pay

4. The first respondent failed to pay the claimant holiday pay on termination of his employment in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.

5. The second respondent ought to make a payment of **£570** under section 182 of the Employment Rights Act 1996 and has failed to do so. The claimant is responsible for the payment of any tax or National Insurance.

**Failure to give notice to terminate employment or make payment in lieu of notice**

6. The first respondent is in breach of its obligation to give notice to terminate the claimant's employment.
7. The second respondent ought to make a payment of **£2175.48** under section 182 of the Employment Rights Act 1996 and has failed to do so. The claimant is responsible for the payment of any tax or National Insurance.

Employment Judge **Miller**

Date 30 October 2023