



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M White

**Respondent:** Clear Line Communications Limited

**HELD in Sheffield Employment Tribunal by CVP ON: 16 November 2023**

**BEFORE:** Employment Judge Brain

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance or representation

# JUDGMENT

The Judgment of the Employment Tribunal is that: -

## Redundancy

1. The claimant was dismissed by the respondent on 31 July 2023 by reason of redundancy.
2. The respondent shall pay to the claimant a redundancy payment in the sum of £3640. (*This is calculated upon the basis of the claimant's gross weekly wage of £520, the claimant being 45 years of age on 31 July 2023 and him having five years' continuity of service with the respondent*).

## Breach of Contract

1. The respondent terminated the claimant's employment without notice on 31 July 2023 in circumstances where the claimant was not liable to summarily dismissal. Accordingly, the claimant was wrongfully dismissed.
2. The respondent shall pay damages to the claimant for wrongful dismissal in the sum of £2600 being an amount equivalent to five weeks' notice pay.

## Holiday Pay

1. The claimant had an entitlement to 7.33 days of holiday accrued but untaken as at 31 July 2023.

2. The respondent shall pay to the claimant compensation in the sum of £762.33 for holiday accrued but untaken as at that date.

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**Employment Judge Brain**

Date: 20 November 2023

**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.

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