



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr D Pountney

v

Paul Lawson t/a Countrywide Signs
(Cambridge)

Heard at: Bury St Edmunds

On: 9, 10 and 11 January 2024

Before: Employment Judge Tynan

Appearances

For the Claimant: Ms May, Solicitor

For the Respondent: Mr Hoyle, Consultant

JUDGMENT

1. The Claimant's complaint that the Respondent made unauthorised deductions from his wages is well-founded. The Respondent shall pay the Claimant the sum of £2,080, which is the net amount of the unlawful deductions from his wages. The Respondent is responsible for the payment of any tax or National Insurance.
2. The Claimant's 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 holidays accrued but not taken on the date the Claimant's employment ended. The Respondent shall pay the Claimant the net sum of £1,301.43. The Respondent is responsible for the payment of any tax or National Insurance.
3. The Claimant's remaining complaints: that he was unfairly dismissed contrary to sections 94 and 98 of the Employment Rights Act 1996; that he was entitled to a redundancy payment pursuant to Part XI of the Employment Rights Act 1996; and that the Respondent dismissed him in breach of contract by failing to give him 12 weeks' notice of termination of

employment or to pay him in lieu thereof, are not well-founded and are dismissed.

Employment Judge Tynan

Date: 11 January 2024

Sent to the parties on: 31 January 2024

For the Tribunal Office

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.