



EMPLOYMENT TRIBUNALS

Claimant: Mr I P Spencer

Respondent: Mr HP Hughes & Mrs LM Hughes (A Partnership trading as H & L Skid Steer Hire Services)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Wales Employment Tribunals on 21 July 2023. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £486.46 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £4,368.00.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £6,552.00.
5. The respondent has failed to pay the claimant's pension contributions and must pay the claimant £1,521.60.
6. The respondent must pay the claimant **£12,928.06** in total.

Employment Judge Brace

Date: 22 December 2023

JUDGMENT SENT TO THE PARTIES ON 15 January 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE Mr N Roche