



EMPLOYMENT TRIBUNALS

Claimant: Mr S McLaughlin

Respondent: GE-AET

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the London South Employment Tribunals on 24 January 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 for the months of: September 2022 – £517.00, October 2022 – £517.00 and the full month of November 2022 – £2217.00 and must pay the claimant £3251.00 net.
3. The claimant was dismissed in breach of contract in respect of his entitlement to statutory notice and the respondent must pay damages to the claimant of £2047.04 net. This is comprised of 4 weeks' notice following 6 years of service with the respondent. A weekly net wage of £511.76 was used in this calculation.
4. The claimant was dismissed by reason of redundancy and is entitled to a statutory redundancy payment of £5139.00 gross. This was calculated using the gross weekly wage of £646.15, the claimant's age of 58, and 6 years of service with the respondent at the date of dismissal.
5. The respondent has failed to pay the claimant's holiday entitlement of 7 days at £129.23 gross per day and must pay the claimant £904.61 gross. The claimant is entitled to 18 leave days per year, he had already used 11 days of his annual entitlement for the year in question.
6. The respondent must pay the claimant **£11,341.65** in total.
7. The claimant is responsible for any figures owed to HMRC in respect of tax or national insurance contributions.

Employment Judge McLaren
Date: 1 February 2024