



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Udall

**Respondent:** CPF Limited

**Heard at:** Midlands West in public (by CVP)

**On:** 28 February 2024

**Before:** Employment Judge Dean

## REPRESENTATION:

**Claimant:** Ms N Toner, solicitor

**Respondent:** Mr D Androne, Head Chef

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

The judgment of the Tribunal is as follows:

1. The claim was issued in the Midlands (West) Employment Tribunals on 5 January 2023 and was sent to the respondent's registered office on 6 January 2023. The respondent has failed to present a valid response on time. A determination can properly be made of the claim in accordance with rule 21 of the Rules of Procedure.
2. The respondent made unauthorised deductions from the claimant's wages contrary to section 13 of the Employment Rights Act 1996 and must pay him a total sum of £5005.64.
3. The claimant was paid a salary which included his entitlement to his working time regulation holiday entitlement and no further payment of salary in respect of holiday pay is due.
4. The respondent failed to issue to the claimant a statement of initial employment particulars in accordance with section 1 Employment Rights Act 1996 and the respondent is ordered to pay the sum of 4 weeks pay in the sum of £931.00.
5. The claimant terminated his employment without notice in circumstances in which he was entitled to resign without notice as a result of the respondents

repudiatory breach of contract. The respondent is ordered to pay damages in lieu of notice in the sum of 1 weeks gross pay £665.00.

**Employment Judge Dean  
28 February 2024**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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